

Anti-slavery and human trafficking statement 2023 to 2024 according to the Modern Slavery Act of 2015 by Blum UK, Mandeville Drive, Kingston, Milton Keynes

The Modern Slavery Act 2015 requires all organisations, and especially those that meet a certain threshold, to publish a statement on their efforts to prevent slavery and human trafficking. This letter aims to address the efforts and work that Blum UK performs on this topic. At Blum UK, we take this issue seriously and strive to lead by example in the fight against these abhorrent practices. Our leadership team is dedicated to being anti-slavery and anti-human trafficking, and we take full responsibility for our organisation's compliance and ongoing efforts to combat this problem.

We strongly emphasize the importance of active involvement from our employees, suppliers, and contractors in taking steps to prevent and identify any signs of slavery and human trafficking. Together, we aim to create a culture of vigilance and accountability.

Blum UK is fully committed to ensuring that forced labour, slavery, servitude, and human trafficking have no place in our business operations. This commitment extends to combating sexual exploitation, coercion, and the exploitation of children and vulnerable individuals. To achieve this, we have implemented the following policies:

- **Anti-Slavery and Human Trafficking Policy:** This policy outlines the comprehensive measures we have taken and will continue to take to prevent human trafficking and slavery within our business and supply chain.
- **Employment Policy:** Our employment terms and conditions for UK-based employees comply with all relevant national and local legislation. We also maintain labour-intensive and unionized operations in our mining activities and coal washing plant to ensure fair and ethical practices.
- **Whistleblowing Policy:** We actively encourage our employees to report any concerns related to our activities. We thoroughly investigate all reports and provide feedback to the individuals who raise the issues. Our company ensures that no one will face victimization for raising a concern under this procedure.
- **Regular Policy Reviews:** We conduct regular internal reviews to ensure that our policies align with the requirements of the Modern Slavery Act 2015 and maintain compliance.
- **Additionally, we understand that conducting due diligence is crucial to prevent human trafficking and slavery. We focus on assessing risks within our supply chain and have implemented the following measures:**
 - **Identifying and Assessing Risk Areas:** We continuously work to identify and evaluate potential risk areas within our business operations and supply chains.
 - **Protecting Whistleblowers:** We have established systems to safeguard whistleblowers who report concerns related to slavery and human trafficking, ensuring that they can raise their concerns without fear of reprisal.
 - **Supplier Adherence to Values and Ethics:** To maintain our commitment, we have a rigorous procurement policy in place. When awarding or renewing contracts, we consider each supplier's dedication to preventing human trafficking and slavery. We also conduct annual reviews of our suppliers and the overall supply chain profile.

We acknowledge the importance of regular evaluation and improvement. Therefore, we will review this statement annually to ensure its relevance and effectiveness in our ongoing efforts.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and serves as our company's anti-slavery and human trafficking statement for the financial year ending 2025.

Thank you for taking the time to read our statement. We remain committed to working towards a world free from slavery and human trafficking.

This statement has been signed by Managing Director, Mr. Matthew Glanfield, on behalf of the Blum UK Leadership team September 2024