



Anti-Slavery Policy

Note: This should be read in conjunction with our other policies available on our website, under 'Quick Links' accessed from the footer menu.

This is Fenton & Scott's policy and has been approved by the Board of Directors; it represents the Fenton & Scott's direction to the business on this topic. Compliance with this policy is mandatory through aligning Fenton & Scott Management System processes and people behaviours to the commitments below.

Statement

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers. Fenton & Scott strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Commitments

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- We are committed to engaging with our partners and suppliers to address the risk of modern slavery in our operations and supply chain.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- Everyone working for Fenton & Scott is responsible for preventing, detecting and reporting modern slavery if it is encountered. If anyone becomes aware of or suspects that modern slavery is taking place, they must immediately notify our Board of Directors. This applies whether or not the suspected slavery involves Fenton & Scott or one of its third-party suppliers.



0131 507 0188

property@fentonandscott.com

www.fentonandscott.com

1st Floor 108 Commercial Street Edinburgh EH6 6NF





- We encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

Breaches

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Monitoring Policy

The policy will be monitored on an on-going basis, monitoring of the policy is essential to assess how effective Fenton and Scott has been.

Reviewing Policy

This policy will be reviewed and, if necessary, revised in the light of legislative or codes of practice and organisational changes. Improvements will be made to the management by learning from experience and the use of established reviews.

This policy does not form part of any employee's contract of employment and it may be amended at any time