

Modern Slavery Policy

Introduction:

Vivid Finishes Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We recognize that modern slavery is a grave violation of human rights and is inconsistent with our values and principles. This policy outlines our commitment to identifying and mitigating the risk of modern slavery within our organization and promoting ethical business practices throughout our supply chain.

Scope:

This policy applies to all employees, contractors, suppliers of Vivid Finishes Ltd, regardless of their location or role within the organization. It encompasses all activities and transactions conducted on behalf of the company, including procurement, manufacturing, distribution, and sales.

Definitions:

For the purposes of this policy:

- "Modern slavery" encompasses slavery, servitude, forced labor, human trafficking, and other forms of exploitation as defined by international law.
- "Supply chain" refers to the network of suppliers, contractors, and other entities involved in the production and distribution of goods and services.

Commitments:

Vivid Finishes Ltd is committed to:

- Upholding and promoting the principles of human rights, dignity, and equality in all aspects of our business operations.
- Ensuring that all employees are treated with respect, fairness, and dignity, and that their rights are protected in accordance with applicable laws and regulations.
- Conducting regular risk assessments to identify and mitigate the risk of modern slavery within our operations and supply chain.
- Implementing appropriate due diligence processes to evaluate and monitor our suppliers and business partners for compliance with anti-slavery and human trafficking laws.
- Providing training and awareness programs for employees, suppliers, and stakeholders to raise awareness of modern slavery risks and promote a culture of vigilance and transparency.
- Encouraging the reporting of any suspicions or concerns regarding modern slavery or human trafficking through our whistleblowing mechanisms, without fear of retaliation.

Implementation:

To fulfil our commitment under this policy, Vivid Finishes Ltd will:

- Establish clear procedures and guidelines for identifying, assessing, and addressing modern slavery risks within our operations and supply chain.
- Incorporate modern slavery clauses and contractual requirements into our agreements with suppliers and business partners, including provisions for compliance monitoring and audit rights.
- Collaborate with industry partners, civil society organizations, and government agencies to share best practices and collaborate on initiatives to combat modern slavery.
- Regularly review and evaluate the effectiveness of our modern slavery prevention efforts and make improvements as necessary to ensure continuous progress.

Compliance and Accountability:

All employees and representatives of [Company Name] are responsible for complying with this policy and supporting its objectives in their daily activities. Non-compliance with this policy may result in disciplinary action, up to and including termination of employment or contract.

Review and Revision:

This policy will be reviewed annually to ensure its effectiveness and alignment with applicable laws, regulations, and best practices. Amendments or updates may be made as necessary to address emerging risks and challenges related to modern slavery.

This policy is approved by: Simon Cushing (Managing Director)

Effective Date: 09/05/2024