

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

I & H Brown maintains relationships with many different organisations in its supply chain, as well as directly employing a large number of people. In the light of the general law on employment and human rights, and, more specifically, the Modern Slavery Act 2015, we have reviewed our existing compliance and risk management processes to determine to what extent measures already exist, and what further measures may be required to prevent slavery and human trafficking taking place in any part of our business or in our supply chains.

The Company is committed to acting ethically and with integrity in all its business dealings and relationships. We will implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business or those of our suppliers.

The Company has adopted a policy on the prevention of modern slavery and human trafficking. This policy governs all our business dealings and the conduct of all persons or organisations with whom we contract directly or appoint to act on our behalf. We expect all who have, or seek to have, a business relationship with us, to familiarise themselves with our Anti-Slavery and Human Trafficking Policy and to act at all times in a way which is consistent with anti-slavery.

Modern slavery is a criminal offence and can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. This document sets out the Company's policy with the aim of prevention of opportunities for modern slavery to occur within its business or supply chain.

We are committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners. We are evolving and updating our contracting processes to include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

Ultimate responsibility for the prevention of modern slavery rests with the Managing Director who has overall responsibility for ensuring this policy and its implementation comply with our legal and ethical obligations.

The Company's zero-tolerance approach to modern slavery shall be communicated to all suppliers, contractors and business partners at the outset of its business relationship with them and reinforced as appropriate thereafter.

A review of this Anti-Slavery and Human Trafficking Policy is undertaken annually to address changes in legislation and Company Best Practice.

Signed:

J SCOTT BROWN
MANAGING DIRECTOR

Date: June 2022