

MODERN DAY SLAVERY ACT POLICY

Group Metropolitan Ltd is committed to ensuring that modern slavery and human trafficking have no place in our business or supply chains. We fully support the principles of the Modern Slavery Act 2015 and uphold a zero-tolerance approach to any form of slavery, servitude, forced or compulsory labour, or human trafficking.

This policy sets out the steps we take to prevent modern slavery within our operations and supply chain, and applies to all employees, contractors, subcontractors, suppliers and business partners associated with Group Metropolitan Ltd.

Due Diligence in Supply Chains

We will make reasonable enquiries to all those in our immediate service supply chain, to ensure their activities are not included in modern slavery. When evaluating and selecting our suppliers it is not only based on economic factors but also on their commitment to ethical and responsible business practices. Suppliers must submit their Modern-Day Slavery Policy to us, and it will be reviewed prior to us making them approved to work with.

Our supply chain should authorise us to conduct audits to assess their compliance with our policy. These audits may be unannounced visits to ensure transparency and accuracy.

Training

All employees are expected to comply with all laws and act in accordance with local guidelines and regulations. Additional information and support are available to assist employees and our supply chain in understanding the importance of preventing modern slavery, human trafficking, servitude and slavery. A training module is also available to employees.

Recruitment and Employment Practices

Our HR department performs Right to Work checks during the onboarding process and regularly throughout employees' tenure. Every employee is provided with an employment contract that outlines their rights and responsibilities during their employment, including the notice period required for contract termination and departure from their role. Employees are free to serve notice at any time.

Reporting Mechanisms

We encourage all employees and stakeholders to report any concerns related to modern-day slavery by contacting HR@GroupMetropolitan.com. All reports will be confidential and protect whistleblowers from any type of retaliation.

If any allegations or evidence of modern-day slavery or human trafficking are found, we will take immediate and appropriate action. This can include terminating our relationship with suppliers or individuals involved as well as reporting such activities to the relevant authorities.

We are fully committed to preventing modern-day slavery and human trafficking within our operations and supply chains. We believe that by upholding the principles of ethical conduct we can contribute to a world where these heinous practices no longer exist.

This policy will be regularly reviewed annually and updated to reflect changes in legislation, best practices and emerging risks.

Graham Halls (Signed)
Managing Director

Date Reviewed: 23rd October 2025
Next Review Date: 23rd October 2026