

**Prevention of Modern Slavery and human trafficking policy**

Whilst Clydesdale do not meet the minimum size of business to require a formal policy in this area, we feel it is relevant to formally state our position.

Clydesdale commit that:

- it has not been and is not engaged in any practices involving the use of child labour, forced labour, the exploitation of vulnerable people, or human trafficking, including any activity or practice that would constitute an offence under s.1, s.2 and s.4 of the Modern Slavery Act 2015, if carried out in the UK ("slavery and human trafficking");
- its employees and agency workers are paid in compliance with all applicable employment laws and minimum wage requirements;
- its employees and agency workers are empowered to raise concerns and work in an environment where these concerns are addressed and resulting actions will be taken.
- it takes reasonable steps to prevent slavery and human trafficking in connection with its business;
- it will include the activities of its suppliers within this policy as far as practicable to ensure that all activities undertaken on its behalf are also compliant and ethical. Audits will be carried out where relevant.
- it will respond to all reasonable requests for information required by customers for the purposes of completing their own annual anti-slavery and human trafficking statements.
- it will immediately report any instances of modern slavery or human trafficking to the relevant local authority.

**SIGNED**



**David Sample, Managing Director**

**Date**

**22<sup>nd</sup> February 2024 – To be reviewed yearly**