

Modern Slavery Policy

This policy has been prepared in accordance with the Modern Slavery Act 2015. pad Design is committed to ensuring that its practices are in compliance with relevant legislations, regulations and local laws to combat modern slavery and human trafficking. This statement sets out pad Design's actions to understand all potential modern slavery risks related to its business and to ensure that there is no slavery or human trafficking in its businesses or supply chains.

pad Design will strive to improve its practices and to ensure that those we work with do so as well. We are committed to ensuring there is no modern slavery or trafficking in our supply chains and we will endeavour to ensure all our suppliers comply with relevant policies (including our Equal Opportunities Policy, Health & Safety Policy) and specifically to pay due regard to the health, safety, welfare, and dignity of those with whom they come into contact.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

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, agents, contractors, external consultants, third-party representatives, and business partners.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for us or under our control. All employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees must raise the matter as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

Employees are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage.

If employees believe or suspect a breach of this policy has occurred or that it may occur, they must raise the issue or report it. pad Design will provide all necessary information, instruction and training for their employees to ensure they have enough skills and understanding of the modern slavery and human trafficking risks to notice them, know how to report them and have sufficient knowledge to avoid them.