



## **Policy against Human Trafficking and Slavery**

### **Purpose**

AE Oscroft & Sons Ltd (hereinafter 'the company') is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (Human trafficking and slavery; we believe we are responsible for promoting ethical and lawful employment practices. These practices are also required to be followed by our direct key suppliers worldwide and have been communicated to them.

### **Scope**

This policy covers all employees of AE Oscroft & Sons Limited and all suppliers; in the event anything in this policy may conflict with local law the local law will control the interpretation and application of this policy.

### **Definitions**

Human trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or any other forms of abduction, fraud, of deception, of the abuse of power or a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced labour: all work or service, not voluntarily performed, that is obtained from individual under the threat of forced or penalty.

Harmful Child labour: Consist of the employment of children that is economically exploitative, or is likely to be hazardous to or interfere with, the Childs education, or to be harmful to the Childs health or physical mental, spiritual, moral, or social development

### **Rationale**

The Company will not tolerate the use of unlawful child labour or forced labour in the manufacturing of products or service and does not intend to accept products or service from suppliers the employ or utilize child or forced labour in any manner. Human trafficking and slavery are crimes under international law, these crimes exist in many countries throughout the world and this policy defines how AE Oscroft & Sons Limited will make all efforts to eradicate human trafficking and slavery from not only within the organisation but also from its supply chain.