

Function Fixers Ltd

71-75 Shelton Street, London WC2H 9JQ

Vat No: 877 7134 80

Registered No: 5750948 England

Modern Slavery Policy

1. Introduction Function Fixers Ltd is committed to ensuring that modern slavery, in all its forms, is not tolerated in our business operations or supply chains. We are a micro company with limited resources but remain committed to ethical practices and compliance with the Modern Slavery Act 2015.

2. Purpose This policy outlines our commitment to preventing modern slavery and human trafficking and the steps we take to identify and mitigate risks within our operations and supply chain.

3. Scope This policy applies to all employees, contractors, suppliers, and any other individuals or entities working with or on behalf of Function Fixers Ltd.

4. Our Commitment

- We are committed to acting ethically and with integrity in all our business relationships.
- We will not knowingly support or deal with any business or individual involved in modern slavery or human trafficking.
- We aim to ensure that our suppliers and contractors share our values and uphold the same high standards.

5. Identifying and Mitigating Risks As a micro company, our supply chains and operations are relatively simple. However, we remain vigilant to potential risks, particularly in:

- Low-wage industries or regions where labour exploitation is more prevalent.
- The use of third-party contractors or suppliers without clear ethical standards.

To mitigate these risks, we:

- Conduct basic due diligence on new suppliers and contractors.
- Regularly review our supply chain to identify any areas of concern.
- Encourage transparency and require all suppliers to comply with relevant laws and regulations.

6. Employee Awareness and Reporting

- All employees are made aware of this policy and the importance of identifying and addressing potential modern slavery risks.
- Employees are encouraged to report any concerns about modern slavery or unethical practices, whether within the Company or our supply chain. Reports can be made directly to the Managing Director.
- The Company ensures that any concerns are taken seriously and investigated promptly and confidentially.

7. Accountability The Managing Director is responsible for ensuring compliance with this policy and overseeing any actions required to address modern slavery risks. This includes:

- Reviewing this policy annually and updating it as necessary.
- Acting promptly to address any issues raised by employees or external parties.

8. Continuous Improvement While our business size limits the resources we can dedicate, we are committed to improving our practices over time. This includes:

- Staying informed about modern slavery risks and best practices.
- Building long-term relationships with suppliers who demonstrate ethical practices.

9. Policy Review This policy will be reviewed annually and updated as necessary to reflect changes in legislation, business operations, or emerging risks.

10. Approval and Communication This policy has been approved by the Managing Director and is communicated to all employees and relevant stakeholders. It is also made available upon request.

Function Fixers Date: 1 September 2024