



MODERN SLAVERY POLICY

Strict policies to ensure the eradication of Modern Slavery

1. Purpose:

This policy confirms UKR General Trading Ltd's commitment to understanding and addressing all potential modern slavery risks related to its business and ensuring that there is no slavery or human trafficking within its own business or its supply chains.

2. Scope:

This policy applies to all persons working for or on behalf of UKR General Trading Ltd, in any capacity, including employees, directors, contractors, suppliers, and other third-party business partners.

3. Policy Statement:

UKR General Trading Ltd has a zero-tolerance approach to modern slavery. We are committed to acting ethically, transparently, and with integrity in all business dealings.

We are dedicated to creating and ensuring a supply chain and working conditions in our company where people are treated with dignity and are free from abuse.

4. Due Diligence Processes:

- a. Risk Assessment: Regularly assess and scrutinize our supply chains to check for vulnerabilities or risks related to modern slavery.
- b. Audits: Periodic third-party audits of high-risk suppliers.
- c. Supplier Code of Conduct: All suppliers must agree to our code of conduct, which includes specific clauses on modern slavery and human trafficking.

5. Training and Capacity Building:

- a. Awareness: All employees receive training on the risks of modern slavery and human trafficking within our industry.
- b. Whistleblowing: Encourage staff to report concerns, ensuring that they can do so without fear of retaliation.

6. Reporting and Remediation:

- a. Internal Reporting: Mechanisms in place for employees to confidentially report any suspicions or evidence of modern slavery within the business.
- b. Supplier Reporting: A channel for third parties, including suppliers and customers, to report concerns.
- c. Remediation Strategy: A clear strategy for addressing any discovered instances of modern slavery, which may include working with suppliers to rectify, disengaging with suppliers, or reporting to law enforcement.

7. Performance Metrics:

Develop and regularly review key performance indicators related to the prevention of modern slavery, such as the number of audits, identified cases, and successful remediations.

8. Continuous Improvement:

Regularly review and refine this policy and its associated procedures to adapt to new risks, improve existing processes, and ensure overall efficacy.



EQUAL OPPORTUNITY POLICY

Creating a fair and inclusive environment for equal opportunity

9. Responsibilities:

- a. Management: Ensure sufficient resources for the effective implementation of this policy.
- b. Procurement Department: Due diligence of suppliers and ongoing monitoring.
- c. HR Department: Employee training and establishing reporting mechanisms.
- d. All Employees: Compliance with this policy and reporting any suspicions or evidence of modern slavery.

10. Review and Updates:

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and adapt to new challenges or insights.

11. Declaration:

UKR General Trading Ltd acknowledges the importance of combating modern slavery and affirms that this policy serves as a testament to its commitment to ensuring that its business activities are free from such exploitative practices.

Approved by:

Dr Yasmin Matt BDS (Lond) MPharm (Hons) Director, UKR General Trading
Limited **Date:** 5th Jan 2024

A handwritten signature in black ink, appearing to be 'Y.M.' or similar initials.