



Nomad Stone Ltd

Anti-Slavery and Human Trafficking Policy

Policy Statement

Nomad Stone Ltd expects all of the team, or anyone working on our behalf in any capacity, including employees at all levels, volunteers, agents, contractors and suppliers to follow our Anti-Slavery & Human Trafficking Policy.

Nomad Stone Ltd are committed to implementing controls and systems directly aimed at ensuring that modern slavery is non-existent within our company. We strictly prohibit the use of slavery and human trafficking in our business. We expect that our contractors & suppliers will hold their own suppliers to the same high standards.

Modern Slavery and Human Trafficking

Modern slavery & Human Trafficking is a crime and a violation of fundamental human rights. Modern slavery is the illegal exploitation of people for personal or commercial gain. It covers a wide range of abuse and exploitation including sexual exploitation, domestic servitude, forced labour, criminal exploitation and organ harvesting. Human Trafficking is the process of trapping people through the use of violence, deception or coercion and exploiting them for financial or personal gain.

Nomad Stone's Commitment

The following systems are to be upheld by all of the Nomad Stone Ltd team, we expect everyone to support and uphold these systems to safeguard against modern slavery & human trafficking:

- We have a zero-tolerance approach to human trafficking & modern slavery in our company and our supply chains.
- Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- The prevention, detection and reporting of modern slavery or human trafficking in any part of our company or supply chain is the responsibility of all those working for Nomad Stone Ltd or on our behalf.
- We may require the following to ensure we are consistent in our risk-based approach:
 - employment and recruitment agencies and other third parties supplying workers to our company to confirm their compliance with our Policy.
 - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Policy.
- Stakeholders and suppliers are engaged to address the risk of modern slavery & human trafficking in our business.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery & human trafficking in our contracts with third parties. Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Anti-Slavery & Human Trafficking Policy, which sets out the minimum standards required to combat modern slavery & human trafficking.
- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Policy.
- If we find that other individuals or companies working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.