



## Modern Slavery Statement

Novel Tees is dedicated to eliminating modern slavery from our operations and supply chains. We are committed to upholding human rights, fostering fair and ethical labor practices, and preventing all forms of forced labor, human trafficking, and child labor.

### Our Approach:

1. **Risk Assessment:** We have carried out a thorough assessment of our operations and supply chains to identify potential modern slavery risks. This includes evaluating our suppliers, subcontractors, and business partners to ensure they adhere to our ethical standards.
2. **Due Diligence:** We have established robust due diligence processes to assess and monitor our suppliers and business partners. This involves regular audits, site visits, and ongoing dialogue to ensure compliance with our standards and expectations.
3. **Supplier Code of Conduct:** We have created a Supplier Code of Conduct that sets out our expectations for labor practices, human rights, and ethical behavior. All suppliers and business partners are required to adhere to this code and demonstrate their commitment to its principles.
4. **Training and Awareness:** We provide training and awareness programs for our employees and key stakeholders to help them recognize and address the risks and signs of modern slavery. This training empowers them to identify and mitigate potential issues.
5. **Collaboration and Engagement:** We actively engage with stakeholders, including NGOs, trade unions, and community organizations, to learn from their expertise and collaborate on initiatives to eradicate modern slavery. We also encourage our suppliers and business partners to participate in these collaborative efforts.
6. **Reporting and Transparency:** We are committed to transparency and accountability. Each year, we publish our Modern Slavery Statement on our website, detailing the actions we have taken to address modern slavery risks. This statement is accessible to the public, allowing stakeholders to review and evaluate our progress.
7. **Continuous Improvement:** We strive for continuous improvement in our practices and processes to mitigate modern slavery risks. We regularly review and update our policies, procedures, and supplier relationships to ensure alignment with international standards and best practices.

We acknowledge that the fight against modern slavery is ongoing, and we are committed to diligently working to prevent and address any instances within our operations and supply chains.