



## **OPTIONS MANAGEMENT LIMITED - ETHICAL & MODERN DAY SLAVERY POLICY**

Options Management Ltd recognises that modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, child labour, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

At Options Management Ltd we conduct our business fairly, ethically and with respect to fundamental human rights. We are fully committed to the prevention of all forms of slavery, forced labour or servitude, child labour and human-trafficking, both in our business and in our supply chains. We will not tolerate it.

We pay all employees in compliance with all relevant legislation including minimum wages, overtime hours, overtime rates of pay and mandated benefits.

We are committed to carrying out procurement activities in a socially, ethically and economically responsible manner and to entering into agreements and contracts with suppliers that share and adhere to The Modern Slavery Act and its vision. We are particularly keen to work with suppliers that have progressive employment practices, that market themselves responsibly, that have no connections with oppressive regimes and that are addressing welfare issues.

Options Management Ltd has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no place for modern slavery or human trafficking in our supply chains or in any part of our business. We do not knowingly trade with or support any business involved in these practices.

### **Equality**

We aim to promote equality in all areas of our operations and comply fully with the Equality Act of 2010.

### **Anti-Bribery & Corruption**

Options Management Ltd will not commit acts of bribery or do business with those who partake in these acts. Our policy in this area is externally certified.

### **Human Rights**

We support the principle of the universal declaration of human rights and will not carry out work for any client who in our view, fails to uphold basic human rights within its sphere of influence. We support the international labour organisation's standards regarding child labour and minimum age with our own employment policies and those of our suppliers.

### **Arms Trades**

Options Management Ltd will not carry out work for any client involved in the manufacture or transfer of armaments or any other equipment that is used in the violation of human rights.

### **Global Trade**

We will seek to support clients who take a responsible position regarding fair trade and labour rights, in their own operations and throughout their supply chains in developing countries.

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Control of all recruitment and monitoring of payroll systems.
- Communication and personal contact with all suppliers within our supply chain.
- An understanding of and compliance with, our expectations and the Modern Slavery Act 2015.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

A handwritten signature in black ink, appearing to read "Paul Ure". The signature is stylized and somewhat abstract, with overlapping loops and lines.

Paul Ure, Managing Director

January 2024