

Modern Slavery Policy

Last updated: December 2025

1. Introduction

Exclusive Link Ltd is committed to conducting all aspects of our business with the highest standards of ethics, integrity, and responsibility. We have a zero-tolerance approach to modern slavery, forced labour, human trafficking, and all forms of exploitation.

This policy outlines the steps we take to identify, prevent, and address modern slavery within our business operations and global supply chains.

2. Our Commitment

We are committed to:

- Preventing modern slavery in all its forms across our organisation and supply chain.
- Acting ethically and with integrity in all business relationships.
- Implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place.
- Ensuring transparency in our approach in line with the **UK Modern Slavery Act 2015**.
- Continually improving our practices to safeguard workers and uphold human rights.

3. Our Business and Supply Chain

Exclusive Link operates in the UK and internationally, working with suppliers, contractors, distributors, and partners across multiple regions. We understand that global supply chains can be complex, and we take seriously our responsibility to ensure that the people involved in producing our goods and services are treated with dignity and respect.

4. Policies and Governance

To uphold our commitment, we maintain a set of internal policies and processes that support our efforts to prevent modern slavery, including:

- **Code of Conduct**
- **Supplier Code of Ethics**

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- **Anti-Bribery and Corruption Policy**
- **Whistleblowing Policy**
- **Recruitment and Employment Standards**

These policies apply to all employees, suppliers, and third-party partners.

5. Due Diligence and Supply Chain Management

We carry out due diligence on suppliers and partners to identify and mitigate risks related to modern slavery. Our approach includes:

- Risk-based supplier assessments and onboarding checks
- Contractual requirements that suppliers meet our ethical standards
- Ongoing monitoring and review of high-risk suppliers
- Engagement with suppliers to promote continuous improvement and transparency

6. Training and Awareness

We ensure that employees, particularly those involved in procurement and supply chain management, receive appropriate training to:

- Understand the signs of modern slavery
- Recognise areas of potential risk
- Know how to respond and report concerns
- Support ethical sourcing practices

Suppliers may also be required to complete training or provide evidence of their own anti-slavery commitments.

7. Reporting Concerns

We encourage anyone—employees, suppliers, or external stakeholders—to raise concerns about modern slavery or unethical behaviour. Reports can be made confidentially through our **Whistleblowing Mechanism**, and all concerns will be taken seriously and investigated promptly.

We will not tolerate retaliation against any individual who raises a genuine concern in good faith.



8. Continuous Improvement

We recognise that the risk of modern slavery evolves over time. Therefore, we:

- Review this policy annually
- Update our processes based on best practice, regulatory updates, and risk assessments
- Engage with industry initiatives and collaborations to improve global labour standards

9. Board Approval

This policy has been approved by the Board of Directors of Exclusive Link Ltd, who are responsible for ensuring its implementation and effectiveness. It will be reviewed and updated on an annual basis.

10. Contact Us

If you have any questions about this policy or wish to make a complaint, please contact:

Customer Service Team

Email: info@exclusive-link.com

Website: www.exclusive-link.com

