

Modern Slavery and Human trafficking Policy

POL-020 Version 24

Storm Group and its trading companies (Storm Group Services Ltd, Storm Development Solutions Ltd and |storm Holdings Ltd) are committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Storm Group and all subsidiary companies.

As part of the company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all employees electronically and can be obtained from the HR department upon request.

This Policy takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001, ISO 14001 and OHSAS 18001. The implementation and operation of this management system underlines our commitment to this policy.

This Policy will be communicated to all employees and contractors through Storm Group and its trading companies induction. Further awareness of this Policy will be reinforced through ongoing communication in staff newsletters, tool box meetings and awareness sessions.

This policy will be reviewed annually as a minimum and when required through changing needs, circumstances and legislation. Any changes will be further communicated through briefings and documentation of this filed in personal files

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Failing to observe this policy may lead to disciplinary action in accordance with the Storm Group and its trading companies Disciplinary Procedure. In the event of a breach of the policy by other organisations, or individuals, Storm Group and its trading companies will take appropriate action.



Alexander Finch-Hutchins
Director

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