



Introduction

AKA is committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to modern slavery and we strive to act ethically and with integrity in all of our business dealings and relationships to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains. We shall also ensure our approach and stance is clear with our partner organisations.

Our policies on anti-slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in AKA or our supply chains.

We will treat any breach of our Anti-slavery and Human Trafficking Policy very seriously. For example, any employee who breaches the policy will face disciplinary action which could result in dismissal for misconduct or gross misconduct.

Supplier adherence to our values and ethics

As part of our contracting processes, we require our suppliers to comply with our Supplier Code of Practice, which includes specific prohibitions against the use of forced, compulsory or trafficked labour or anyone held in slavery or servitude (whether adults or children), and we expect that our suppliers will hold their own suppliers to the same high standards. Any failure by a supplier to meet the standards set out in the Supplier Code of Practice will be a breach of contract and may result in the termination of our relationship with them.

The Supplier Code of Practice was recently reviewed and updated to ensure its relevance to and compliance with the Modern Slavery Act 2015 (the "Act").

AKA's continued commitment

We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking in AKA and throughout our supply chains. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas.

A handwritten signature in black ink, appearing to read 'Adrian Allen', with a long horizontal line extending to the right.

Signed: Adrian Allen

Operations Director

January 2017