

## Modern Slavery Policy

### 1. Introduction

At **Youco**, we are committed to ensuring that our business operations and supply chains are free from any form of modern slavery or human trafficking. We adhere to the highest standards of ethics, transparency, and integrity in all our business practices and expect the same from our partners, suppliers, and clients.

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### 2. Purpose

The purpose of this policy is to outline **Youco's** stance on modern slavery and human trafficking, describe the measures we take to prevent it, and set out the responsibilities of all parties engaged in our supply chain.

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### 3. Scope

This policy applies to all individuals working for or with **Youco**, including employees, contractors, subcontractors, partners, and suppliers. It extends to all operations and supply chain activities within the UK and globally.

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### 4. Definition of Modern Slavery

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. These crimes involve the exploitation of individuals through coercion, threats, or deception. **Youco** recognizes that modern slavery is a severe violation of human rights.

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### 5. Our Commitment

- **Zero-Tolerance Approach:** **Youco** maintains a zero-tolerance policy toward modern slavery and human trafficking.
  - **Compliance with Legislation:** We comply with the Modern Slavery Act 2015 and any other applicable laws and regulations.
  - **Due Diligence Processes:** We implement due diligence procedures to identify and mitigate risks of modern slavery in our operations and supply chains.
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### 6. Risk Assessment and Management

**Youco** will assess the risk of modern slavery in our supply chain through:

- **Supplier Vetting:** Conducting thorough assessments of new suppliers, ensuring their practices align with our commitment to eradicating modern slavery.
- **Contractual Obligations:** Including anti-slavery clauses in supplier contracts, requiring adherence to our standards and relevant laws.
- **Regular Audits:** Periodic audits and reviews of our supply chain and operations to ensure ongoing compliance.

## 7. Reporting Concerns

Any suspicions or concerns about modern slavery or human trafficking can be reported confidentially to **Youco's** designated compliance officer. Employees and partners are encouraged to speak out without fear of retaliation.

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## 8. Responsibilities

- **Youco Management:** Responsible for ensuring the implementation of this policy, supporting staff, and monitoring effectiveness.
  - **Employees and Partners:** Required to comply with the policy and report any concerns.
  - **Suppliers and Contractors:** Must agree to uphold the policy's principles and cooperate with **Youco** in identifying and addressing any areas of concern.
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## 9. Policy Review

This policy will be reviewed annually to ensure it remains relevant and effective. Updates will be communicated to all relevant parties.

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## 10. Consequences of Non-Compliance

Non-compliance with this policy by any supplier, contractor, or partner may result in the termination of business relationships.

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## 11. Approval and Ownership

This policy is approved by **Philip Taylor-Guck & Neil Barrett**, and is owned by **Youco's Compliance Department**.