

# Anti-Slavery Policy

Universal Group operates its Anti-Slavery Policy in compliance with the Modern Slavery Act 2015 (the Act) in which modern slavery is a criminal offence. Modern slavery has the meaning as given in the Act.

As an Employer, Universal Group have a legal obligation to prevent the use of slavery, servitude and forced or compulsory labour and human trafficking in our workforce and supply chain. We are committed to acting ethically in all our business dealings and relationships and that our business partners and suppliers also act in a like manner, upholding high standards, with the aim being to stop any opportunities for 'modern slavery' occurring within our business or our supply chain.

We will therefore never use slave labour, illegal child labour or forced labour.

We will ensure that the overall terms of employment are voluntary.

We will make sure we follow all local applicable laws pertaining to minimum age requirements, wages, number of hours worked in a seven day week, overtime and benefits.

We will require that the supplier of any products, materials or services to Universal Group comply with the laws regarding human trafficking and slavery in the country or countries of their origin and use.