

## Modern Slavery Policy

Protocol is committed to preventing modern slavery and human trafficking in all its operations and supply chains. We expect all employees and suppliers to uphold these values and work with us to prevent exploitation.

This policy outlines our commitment to ensuring that our business practices are ethical and that we maintain the highest standards of integrity. By fostering a culture of transparency and ethical conduct, we aim to contribute to the global effort to end modern slavery in all its forms.

### ▪ Our Commitment

We recognise that modern slavery, in all its forms, including forced labour, human trafficking, and exploitation, is a serious violation of fundamental human rights. Protocol is committed to acting ethically and with integrity in all our business relationships.

### ▪ Key Practices and Standards

**1. Recruitment Practices:** We follow strict recruitment procedures to ensure that all employees are legally entitled to work in the UK. This includes verifying the identity and right to work of all employees.

**2. Supplier Code of Conduct:** Our supply chains are limited, and we procure goods and services from a restricted range of suppliers. We expect our suppliers and contractors to adhere to the same high standards. We will conduct due diligence on suppliers to assess their compliance with our ethical standards, including the prevention of modern slavery and human trafficking.

**3. Reporting and Compliance:** Any concerns or suspicions of modern slavery must be reported to the management team immediately. We will take appropriate action to investigate and address any issues. A confidential whistleblowing mechanism will be available for employees and third parties to report any concerns.

### ▪ Embedding the principles

We will continue to embed the principles through providing awareness training to all employees to help them understand the signs of modern slavery and human trafficking so that they can bring any concerns they have to the attention of management.

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