



Modern Slavery Policy



Copper & Optic Terminations Ltd is committed to full compliance with the **UK Modern Slavery Act 2015** and to maintaining the highest standards of business conduct and ethics. This policy applies to all employees, contractors, agents, and suppliers acting on behalf of the company.

Compliance with Laws

All employees must comply with applicable UK laws, company procedures, and Health & Safety rules. Where UK law conflicts with this Code, the law prevails. Where foreign custom conflicts with this Code, the Code prevails. Employees are expected to seek guidance if unsure and to report any suspected breaches immediately.

Modern Slavery Commitment

Copper & Optic has a zero-tolerance approach to modern slavery, including forced or child labour, debt bondage, exploitation, trafficking, and restrictions on freedom. We act ethically and with integrity, with systems in place to ensure these practices are not present in our operations or supply chain.

Supplier Expectations

Suppliers must uphold ethical standards, prohibit forced or trafficked labour, and comply with all applicable laws. Non-compliant suppliers will be removed from our approved supplier list.

Responsibilities

- **Management:** Implement and monitor this policy.
- **Supervisors:** Ensure employees understand and comply.
- **Employees:** Prevent, detect, and report any breaches. Reporting concerns is mandatory and supported by the company's whistleblowing policy.

Enforcement

Breaches of this policy will result in disciplinary action up to dismissal. Supplier breaches will result in termination of approval.

Communication

This policy is available to all employees on the company database and shared with all suppliers and employees at the outset of business relationships.



Andrew Wardle

General Manager