

Nomensa is not required to comply with the UK's Modern Slavery Act 2015 as our turnover does not exceed £36m. However, Nomensa is committed to tackling modern slavery and ensure all recruitment and supplier management policies comply with the Modern Slavery Act 2015. We understand the modern slavery risks and take the following steps to ensure there is no modern slavery in our own business, as well as supply chains and contractors:

- we undertake previous employment reference checks for employees and contractor references are obtained from the source agency
- we also check employee identity/right to work in the UK (using the prescribed list of acceptable documents) on the individuals first day
- all employees and contractors are paid above the minimum wage
- where appropriate, overtime is paid for any additional hours.

Our HR Manager has responsibility for anti-slavery initiatives and ensures that all recruitment and supplier policies are followed. Regular training is provided to all management and personnel in charge of recruitment and supplier management as part of Nomensa's wider ethics training programme. Policies are also communicated on our intranet.

We review this statement on an annual basis to ensure compliance.

Next review date: January 2025