

Anti-Slavery & Human Trafficking Policy Statement

Our Business

Arco's mission is to keep people safe at work. We focus on ensuring our customers have access to quality and compliant products from an ethical supply chain. We are an integral part of our customers' supply chains and we pride ourselves on being a well-governed, ethical and compliant supplier. We endeavour to use our relationships across the world to improve compliance, quality and ethical trading standards.

Our policy and related guidance is intended to meet our compliance obligations as well as supporting our stakeholders to meet theirs. In particular, Arco has taken significant steps to support its customers to create, maintain and enhance their modern slavery compliance practices.

In this Anti-Slavery & Human Trafficking Policy Statement ('**Policy**') and any supporting guidance ('**Guidance**'), '**We**' or '**Arco**' refers to Arco Limited and its subsidiaries and '**our**', '**us**' or any equivalent phrase shall be interpreted accordingly.

What is slavery?

The Modern Slavery Act (MSA) 2015 and this Policy covers four activities: (i) Slavery- Exercising powers of ownership over a person; (ii) Servitude- The obligation to provide services is imposed by the use of coercion; (iii) Forced or compulsory labour- Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily; and (iv) Human trafficking- Arranging or facilitating the travel of another person with a view to their exploitation.

Our Policy

We promote the health, safety and welfare of persons working for Arco or anyone in our supply chain.

It is Arco's policy to protect all workers from modern slavery and human trafficking. We conduct our business to the highest legal and ethical standards and will not tolerate any form of slavery or human trafficking. We do not tolerate any breach of the Modern Slavery Act or any other local, national or international laws in relation to slavery or human trafficking (as we would not tolerate any other breach of applicable rules and laws).

We publish our Modern Slavery Statement each year as required by law, which sets out the steps Arco takes to eradicate modern slavery from our supply chain. The statement is available at www.arco.co.uk/legal/modern-day-slavery

This Policy and any Guidance are intended to ensure that we maintain the highest standards.

Application of this Policy

This Policy applies to Arco and all Arco colleagues. All Arco colleagues must read, apply and comply with their obligations under this Policy and supporting Guidance.

This Policy is also relevant to our vendors, suppliers, service providers and customers (together our '**Commercial Partners**') when conducting business with us; for example this policy is reflected in our Supplier Code of Conduct. We will not work with Commercial Partners who are not committed to complying with applicable laws and standards.



Guy Bruce
Chief Executive Officer

Approved By	1 st Issue Date	Next Review Due	Classification
Board	April 2021	April 2024	Public