



Human Trafficking & Slavery Policy

Purpose

Level Peaks Associates Limited is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (Human trafficking and slavery) we believe we are responsible for promoting ethical and lawful employment practices. These practices are also required to be followed by our direct key suppliers worldwide and have been communicated to them.

Scope

This policy covers all employees of Level Peaks Associates Limited and all suppliers; in the event anything in this policy may conflict with local law the local law will control the interpretation and application of this policy.

Definitions

Human trafficking

The recruitment, transportation, transfer, harboring or receipt of persons by means of the threat or use of force or any other forms of abduction, fraud, of deception, of the abuse of power or a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour

All work or service, not voluntarily performed, that is obtained from individual under the threat of forced or penalty.

Harmful Child Labour

Consist of the employment of children that is economically exploitative or is likely to be hazardous to or interfere with, the Childs education, or to be harmful to the Childs health or physical mental, spiritual, moral, or social development.

Rationale

Level Peaks associates Limited will not tolerate the use of unlawful child labour or forced labour in the manufacturing of products or service and does not intend to accept products or service from suppliers the employ or utilize child or forced labour in any manner. Human trafficking and slavery are crimes under international law, these crimes exist in many countries throughout the world and this policy defines how Level Peaks associates Limited will make all efforts to eradicate human trafficking and slavery from not only within the organisation but also from its supply chain.

Prepared by	Authorised by	Version No.	Issue Date	Revision Date	Page	File ref: LPA-POL-005
James Crook	Sam Swinton	2	08/01/2024	08/01/2025	Page 1 of 2	Human Trafficking & Slavery Policy
Unit 4 Hereford Trade Park, Holmer Rd, Hereford, UK, HR4 9SG Company registration number: 06379641 Company VAT number: GB 99191164						
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Requirements

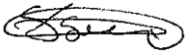
Level Peaks associates Limited expects its suppliers to conduct business with honesty, integrity and adhere to the following standards:

1. Will not use forced or compulsory labour i.e., any work or service that a worker performs involuntarily under threat of penalty.
2. Will ensure the overall terms of employment are voluntary.
3. Will comply will minimum age requirements prescribed by applicable law.
4. Will compensate its workers with wages and benefits that meet or exceed the legal requirements.
5. Will comply with applicable law concerning maximum hours of work
6. Will provide a safe and healthy working environment. (Including any company provided living quarters)
7. Will encourage diverse workplace and provide a workplace that is free from discrimination, harassment and any other form of abuse.

Certification

By their acceptance of any purchase orders from Level Peaks Associates Limited all suppliers acknowledge and certify their compliance and principles and requirements of this policy and suppliers should be able to demonstrate compliance at the request of Level Peaks Associates Limited and ensure this policy or their own policy is cascaded down to sub tear suppliers.

Signed:



Sam Swinton
Business Director

Date: 08/01/2024

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