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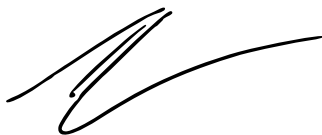
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Modern Slavery Policy

Modern Slavery Statement

At Pylon One, we are committed to upholding human rights and taking a proactive stance against modern slavery and human trafficking. We recognise that these issues represent severe violations of human dignity and have no place in our operations or supply chains. Through this policy, we reaffirm our commitment to ethical practices, transparency, and collaboration with stakeholders to ensure that modern slavery is eradicated from every aspect of our business activities.



John Houchin

Director

22.01.2025



Mark Lyons

Director

22.01.2025

Document History

Sign off:

Name	Designation	Date
John Houchin	Director	23/01/2025
Mark Lyons	Director	23/01/2025
Alex Stidston	Facilities Manager	23/01/2025

Status: APPROVED

The issue status of this document is indicated by the issue number and date detailed below. When any part of this document is amended, issue numbers, dates and a record of the changes is recorded here.

Issue	Amendment	Date	Name	Designate
1.0	Incipient version	31/03/2021	SP	ISM
2.0	Updates	31/10/2023	AS	WFM
3.0	Updates	23/01/2025	AS	WFM
3.1	Review	04/09/2026	AS	OFM

Introduction

Pylon One is committed to preventing modern slavery and human trafficking in all aspects of our operations, supply chains, and business relationships. This policy outlines our approach to identifying, preventing, and addressing risks related to modern slavery and ensuring compliance with relevant legislation, including the Modern Slavery Act 2015.

Scope

This policy applies to all employees, contractors, suppliers, and business partners engaged with Pylon One. It encompasses all operations and supply chains, regardless of location.

Principles

Zero Tolerance

We have a zero-tolerance approach to modern slavery and human trafficking. Any form of forced labour, bonded labour, child labour, or human trafficking is strictly prohibited.

Compliance with Laws

We will comply with all applicable laws and regulations aimed at combating modern slavery and human trafficking, specifically the Modern Slavery Act 2015.

Transparency

We are committed to operating with transparency in our practices and expect the same from our suppliers and partners.

Responsibilities

Senior Management

- Ensure the effective implementation and oversight of this policy.
- Provide resources and support to identify and address modern slavery risks.

Employees

- Report any concerns regarding modern slavery or human trafficking.
- Adhere to the principles outlined in this policy.

Suppliers and Partners

- Comply with Pylon One's Supplier Code of Conduct.
- Provide transparency in operations and supply chains.

Risk Assessment and Due Diligence

Risk Identification

We will conduct regular risk assessments to identify areas of our operations and supply chains that may be vulnerable to modern slavery.

Due Diligence

We will carry out due diligence on suppliers and business partners to ensure compliance with our modern slavery principles. This includes:

- Pre-qualification checks for new suppliers.
- Ongoing monitoring of high-risk suppliers.
- Regular audits and site visits where applicable.

Supplier Agreements

All suppliers must agree to our Supplier Code of Conduct, which includes commitments to ethical labour practices and the prohibition of modern slavery.

Training and Awareness

We provide training to employees, particularly those in supply chain management, to ensure they understand the risks of modern slavery and how to address them. Awareness campaigns are also conducted to promote vigilance and understanding across the organisation.

Reporting and Grievance Mechanisms

We will maintain accessible and confidential channels for reporting concerns about modern slavery, including:

- An anonymous whistleblowing hotline.
- A dedicated email address for reporting concerns. All reports will be investigated promptly, and appropriate action will be taken.

Monitoring and Review

We will monitor the effectiveness of this policy through:

- Regular audits and reviews of our supply chains.
- Feedback from stakeholders and employees.
- Updates to the policy in line with new legislation or best practices. This policy will be reviewed annually to ensure it remains relevant and effective.

Commitment

Pylon One is dedicated to ensuring that modern slavery and human trafficking have no place in our operations or supply chains. We are committed to working with our employees, suppliers, and partners to uphold the highest standards of ethical conduct.

For more information about this policy or to report a concern, please contact the Senior Management team via pylon@pylonone.com.