

Black & Ginger Ltd

Anti-Slavery and Human Trafficking Policy

1. Policy Statement

Black & Ginger Ltd is committed to conducting its business ethically and with integrity. We have a zero-tolerance approach to modern slavery and human trafficking in all its forms. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains, including freelance workers.

2. Purpose

The purpose of this policy is to prevent opportunities for modern slavery or human trafficking to occur within our business operations and to ensure compliance with all relevant legislation, including the UK Modern Slavery Act 2015 (if applicable) and other local laws.

3. Scope

This policy applies to all persons working for Black & Ginger Ltd or on our behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants, and freelance workers.

4. Our Commitment

- We will not tolerate or condone any form of slavery, servitude, forced or compulsory labour, or human trafficking.
- We will take reasonable steps to ensure that our business and supply chains are free from modern slavery and human trafficking.
- We will ensure that all freelance workers are engaged on fair terms and are free to leave their work at any time, subject to contractual notice requirements.

5. Due Diligence

- We will conduct appropriate checks on all freelance workers to ensure they have the legal right to work and are not being exploited.
- We will require all freelancers to confirm that they are working voluntarily and are not subject to any form of coercion or forced labour.
- We will review our supply chains and business relationships to identify and assess potential risks related to modern slavery.

6. Reporting Concerns

- All workers, including freelancers, are encouraged to report any concerns related to modern slavery or human trafficking in any part of our business or supply chains.
- Reports can be made confidentially to [insert contact details or reporting mechanism].
- We will investigate all reports and take appropriate action, including reporting to the relevant authorities if necessary.

7. Training and Awareness

- We will provide information and guidance to our staff and freelance workers to help them understand and identify the signs of modern slavery and human trafficking.

8. Review

- This policy will be reviewed annually and updated as necessary to ensure its effectiveness.

9. Approval

This policy was approved by Mardi-Louise Caulfield, Director on 2 November 2025.

Signed for and on behalf of Black & Ginger Limited by Mardi-Louise Caulfield


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Director

Date of signature)

2 November 2025