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## MODERN SLAVERY POLICY STATEMENT

### Definition

Modern Slavery is a crime and violation of fundamental human rights. It encompasses slavery, servitude, human trafficking and forced labour.

### Policy Statement

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and the Transparency in Supply Chains Clause.

GRM Development Solutions Ltd. has a zero tolerance approach to any form of modern slavery and is committed to acting ethically and with integrity in all business dealings.

The turnover of GRM Development Solutions Ltd. is less than £36 million per annum but we recognise that modern slavery is not an issue confined to the supply chains of large corporations. As part of its procurement process GRM Development Solutions Ltd. require its suppliers to declare their compliance with Section 54 of the Modern Slavery Act 2015.

We commit to the following:

- We will treat all GRM personnel and suppliers and clients with dignity and respect
- We will provide safe working conditions and systems of work
- Our pay will be fair and comply with at least the Minimum Wage/National Living Wage
- We will comply with the requirements of the Working Time Regulations
- We will raise awareness of modern slavery within our organisation and supply chain
- We will ask all personnel to be vigilant when carrying out their duties and to report any concerns in accordance with the company Whistleblowing Policy outlined in the Employee Handbook.

**Signed on behalf of GRM Development Solutions Ltd. Board of Directors:**

A handwritten signature in blue ink that reads 'Geoffrey Beckett'. The signature is fluid and cursive, written in a professional style.

**Geoffrey Beckett**  
Director

**Date: 30<sup>th</sup> January 2025**