

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

EUROPA HR POLICY

The presence of slavery and forced labour in the operations and supply chains of many businesses internationally and in the UK, is a significant issue.

Section 54 of the Modern-Day Slavery Act 2015 - 'Transparency in Supply Chains', requires every organisation carrying on a business in the UK with a total annual turnover of £36m or more to produce a slavery and human trafficking statement for each financial year of the organisation. Organisations are required to publish this statement on their website and must include a link to the statement on the website's homepage.

Europa Worldwide Group Ltd. is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors, and partners.

The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within the Europa Worldwide Group Ltd. As part of the Group's due diligence processes in supplier evaluation we will review the controls undertaken by the supplier into slavery and human trafficking the supplier approval process incorporates a review of the controls undertaken by the supplier.

The level of management control required for these sources will be continually monitored. The Company will not support or deal with any business knowingly involved in slavery or human trafficking. The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources, training and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the

Company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities.

Andrew Baxter
Managing Director
Europa Worldwide Group Ltd

20 November 2018