



POLICY/PROCEDURE	Human trafficking and slavery Policy
VERSION	3.0
POLICY WRITTEN BY	Andrew Dent
DATE	15/08/2025 (Review 15/08/2026)

INTRODUCTION

This policy provides a framework to ensure:

- All members of the Beeswift community understand and are aware of their responsibilities in relation to modern slavery.
- The development of a strategic approach to identifying and tackling any modern slavery within Beeswift's supply chains.
- The implementation of robust, transparent and proportionate governance and assurance processes.
- Reporting of instances (or concerns) of modern slavery.

Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV, are publishing this statement under the provision of the UK Modern Slavery Act 2015 ("The 2015 Act"). The Act requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains.

In striving to improve conditions for all workers throughout our supply chain, we recognise the importance of transparency from our suppliers.

We believe in partnership and actively engaging with not just our suppliers but with similar interested parties in other supply chains.

Communication with Suppliers

It is Beeswift's aim to continue with our supplier questionnaire's and contact with every supplier each financial year.

The importance of adherence not only just to legislation in those countries but with agreement and support with the Modern Slavery Act 2015. Our approved facilities have been contacted not just to read our policy, agree with it but to sign a Slavery and Human Trafficking Declaration.

In addition to our partners continuing to agree with us with our determination to protect our supply chain from human trafficking, we this year have also produced a child labour policy which we have sent to our preferred suppliers. Although, this is a useful policy to support businesses and to protect workers, we are not under any illusion that these policies on their own will 100% keep our supply chain free from slavery and forced labour. We will continue to work with our partners to support them and liaise with them in dealing with this global issue.

Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV undertakes increased levels of due diligence on all proposed third parties. This is done prior to entering into agreement with them to ensure that third parties connected to Gerber Goldschmidt Group (UK) Limited, Beeswift Limited, and Beeswift BV, conduct themselves in a manner conducive to the Act and to the highest ethical standards expected by Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV.

Communication with third parties

Following on from our initial foundation basis as members of the Ethical Trading Initiative (ETI) we have continued to improve and develop our policies and systems. Consequently, as a result of showing continuous improvement we were granted full membership status. We are very grateful and look forward further to collaborating and working with ETI in the future.

Training with Staff

Following on from our Modern-Day Slavery and ETI staff training we have worked with third parties who have developed and provided training for Beeswift Limited on discrimination -

how to recognise it and what to do when staff come across it. In addition, we have also carried out mental health training for senior managers and staff.

Supply Chain Policy

Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV activities are not just UK based but Europe and the Rest of the World.

In total our markets continue to expand with increased growth in sales and our developing product portfolio now reaching a supply chain in over 20 countries.

We make use of a manufacturing basis which uses over 140 production facilities with a core of 30-35 main active long-term partners.

We will continue to audit key supplier factories to satisfy the requirements of SMETA auditing, thus ensuring compliance to the high standards we expect.

Supplier Mapping

In addition to the first-tier supply chain work that we carried out in 2019 we have further delved into our supply chain and started looking at the issue of cotton-based products. We are particularly looking into the security of our supply chain and ascertaining what risks we may be exposed to. In particular when we source some of our cotton-based products from China. Initial work and evidence show that the suppliers that we use and the source of the cotton does not originate or have any links with the Uighur region or the people in this area.

Teams within Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV are working together to ensure this process is thorough and effective and once completed shall assess and mitigate any risks flagged.

We are working with all our suppliers to assist them in identifying any areas in their supply chains and to mitigate the risk of modern slavery occurring.

We have produced a Corporate and Social Responsibility Policy, which reflects our commitment to acting ethically and with integrity in all business relationships. Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV's policy is based on the principles of the ETI Based Code which is based on the International Labour Organisation.

Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV, will continue to take specialist legal advice to ensure we are informed of any updates or changes to its obligations under the Act.

Gerber Goldschmidt Group (UK) Limited, Beeswift Limited and Beeswift BV committed to upholding human rights and safety in our supply chain, and we will be reviewing our progress and effectiveness in combatting slavery and human trafficking on a regular basis.

Beeswift Staff

All Beeswift staff are checked before hiring to ensure that the potential employee has the right to work within the UK. All staff are also paid in line with the UK laws, and have all rights afforded to them by the rules and laws that are in place within the UK.

Signed,

D R Washbourne

Print Name: **D R WASHBOURNE**

Position: Chief Executive Officer **ON BEHALF OF GERBER GOLDSCHMIDT GROUP (UK) LIMITED, BEESWIFT LIMITED AND BEESWIFT BV**

M Beale

Print Name: **M BEALE**

Position: Financial Director **ON BEHALF OF GERBER GOLDSCHMIDT GROUP (UK) LIMITED, BEESWIFT LIMITED AND BEESWIFT BV**

B Baldwin

Print Name: **B BALDWIN**

Position: Chief Operational Officer **ON BEHALF OF GERBER GOLDSCHMIDT GROUP (UK) LIMITED, BEESWIFT LIMITED AND BEESWIFT BV**