

## Modern Slavery and Human Trafficking Policy Statement

Meta Limited provides specialist building and demolition services to the public and private sector in Northern England.

As of September 2023, Meta Limited is a micro-business employing less than 10 employees.

Meta Limited acknowledges the provisions of the Modern Slavery Act 2015 and will ensure transparency within its organisation and with suppliers of goods and services to the organisation.

Meta Limited is against any form of modern slavery and human trafficking and recognises that it has a responsibility to take a robust approach and is absolutely committed to preventing modern slavery and human trafficking in its activities, and to ensuring that its supply chains are free from modern slavery and human trafficking.

Our supply chain supports our business and comprises a wide range of suppliers. The company pursues preferred supplier agreements with our strategic supply chain, developing and building on long-standing relationships. Our supply chain encompasses products and services from construction and engineering materials, waste management services, plant machinery, personal protective equipment (PPE), IT support services and external training providers.

We consider our supply chain to be our primary area of risk from a modern slavery and human trafficking perspective and recognise that particular types of suppliers are likely to give rise to a higher risk of modern slavery and human trafficking, i.e. those utilising lower-wage staff such as cleaners and couriers.

We understand the importance of active monitoring and auditing of our supply chain to maintain compliance and our Supplier Evaluation Questionnaire is issued at the outset of each new relationship and upon renewal to ensure we can monitor ongoing compliance.

Any changes to our procurement process are communicated to all employees who have responsibility for suppliers and buying. Our Modern Slavery and Human Trafficking Policy is available to all employees via internal online data access and referred to during our induction process. The right to work in the UK is established prior to commencement of employment and controls are compliant with Sections 15 – 25 of the Immigration, Asylum and Nationality Act 2006.

### Due Diligence Processes

We have:

- Made relevant staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking
- Told staff what to do if they suspect a case of slavery or human trafficking
- Contacted suppliers in potentially higher risk categories to check what assurance arrangements they have in place
- Commenced a revision of our procurement contracts and related documents to include prohibitions concerning slavery and human trafficking and compliance with the legislation.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Provide adequate protection for whistleblowers

The company is satisfied from its own due diligence that there is no evidence of any act of modern slavery or human trafficking within its own organisation.

The company will not knowingly support or deal with any business involved in modern slavery or human trafficking.

The company will continually review and undertake responsibility for implementing this policy and its objectives. It will be reviewed annually and made publicly available on our website, meta.ltd.uk.

This policy statement relates to actions and activities during the financial year 1<sup>st</sup> October 2023 to 30<sup>th</sup> September 2024.

A handwritten signature in blue ink that reads "Lee Ramsey".

Lee Ramsey  
Managing Director  
Next Review: September 2024