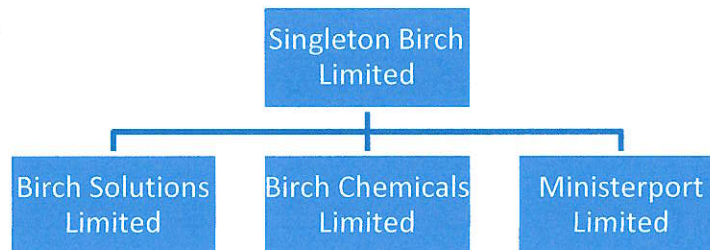


## Modern Slavery and Human Trafficking Policy Statement

Singleton Birch Limited is committed to and meets the objectives of the Modern Slavery Act 2015, acting ethically, with integrity and transparency in all business dealings. Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

### Our Organisational Structure



**Please note:** Birch Chemicals Limited have a separate Modern Slavery and Human Trafficking Policy Statement which can be found on their website.

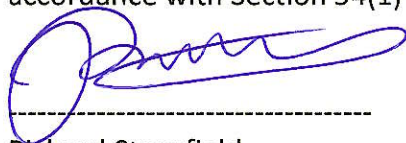
We do not tolerate any slavery or human trafficking within our business operations and take a risk based approach regarding our supply chains. Suppliers are expected to have taken steps to assess, prevent and eradicate modern slavery within their businesses and that of their suppliers, as evidenced on their Supplier Assessment Questionnaire.

We have assessed the risk of human trafficking and modern slavery as low within our business operations. Due to the nature of our business, our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers.

All of our employees have the necessary documentation to legally work in the UK and no one under the legal minimum age for admission for work is employed. Employees are paid at least the National Minimum Wage/National Living Wage and our managers involved in the recruitment/onboarding of employees have been trained to ensure compliance. Our suppliers of contactors and agency workers are responsible for ensuring their workers are working legally in the UK.

Our employees are required to complete a Modern Slavery Awareness e-learning module and we have a clear Whistleblowing Policy and actively encourage the reporting and exposure of unethical behaviour, including any instances where slavery and/or human trafficking is involved.

This statement has been reviewed and approved by the Board of Directors and will be reviewed annually, in accordance with Section 54(1) of the Modern Slavery Act 2015.



Richard Stansfield

CEO  
2023