

Anti-slavery and human trafficking policy

Policy Statement

Slavery is abhorrent in all of its forms. At Blurred, we have a policy of zero tolerance of slavery and human trafficking in our own operations and across our supply chain. We are committed to implementing systems and controls intended to mitigate the risk of modern slavery within our organisation and our supply chain, and we expect our suppliers to hold their own suppliers to the same high standards.

The policy set out below applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Commitments

Modern Slavery and Human Trafficking

The term 'modern slavery' encompasses a range of specific labour-related human rights abuses including slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking (where a person arranges or facilitates the travel of another person with a view to that person being exploited). Modern slavery is a breach of fundamental human rights and is criminalised in the UK - where Blurred is domiciled - and in many other jurisdictions.

Commitments

Blurred expects everyone working with us or on our behalf to support and uphold the following commitments.

- A zero-tolerance approach to modern slavery, including a commitment to investigate and report all suspected breaches of this policy together with a refusal to engage in or facilitate any activity that might lead to a breach of this policy.
- Full compliance with this policy and the Blurred Code of Conduct at all levels of our supply chain including employment and recruitment agencies and other third parties supplying Blurred with employees or contractors.

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- A risk-based approach to all contracting processes, including the imposition of specific controls and assurance obligations as a precondition of contract signature in sectors known to present a high risk of modern slavery abuses. Those obligations will include compliance audit rights where we believe there is a serious risk that this policy may be breached.
- We will take appropriate action in response to any and all breaches of this policy, including immediate contract termination and notification to the appropriate UK authorities.

Signed:

A handwritten signature in black ink, appearing to read 'Nik Govier', written over a light grey rectangular background.

Nik Govier
Founder/CEO
March 2022