



Engineering & Project Management

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MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

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Prepared For:

**HMF Engineering and Project Management
Consultants Ltd.'s Employees and
Contractors**

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1. Introduction

This document outlines the framework for HMF Engineering and Project Management Consultancy Ltd. (HMF) Modern Slavery and Human Trafficking Policy (MSHT Policy), a vital component in our commitment to addressing and preventing these grave issues. It serves as a guide to ensure our organization's adherence to ethical standards, the protection of human rights, and the transparent documentation of any incident or concerns related to modern slavery and human trafficking.

2. Statement

HMF is unwavering in its commitment to combat modern slavery and human trafficking in all its forms. We recognize the gravity of these issues and their fundamental violation of human rights. Our organization is dedicated to upholding the highest ethical standards, fostering transparency, and ensuring accountability throughout our operations, particularly in our interactions with suppliers. We pledge to prevent, detect, and address any instances of modern slavery and human trafficking within our organization and supply chain. This commitment aligns with the Modern Slavery Act 2015 and underscores our corporate responsibility to eradicate these practices.

3. Responsibilities

Senior Management: Senior management, including the Directors and Executive Leadership, play a vital role in implementing and cascading the policy's principles throughout the organization.

Employees: Every HMF employee is responsible for adhering to this policy, identifying potential risks, and promptly reporting any concerns related to modern slavery and human trafficking. They are encouraged to actively participate in raising awareness and championing ethical practices within their respective roles.

4. Compliance

HMF is committed to complying with all relevant legislation, including the Modern Slavery Act 2015, and any additional legal requirements pertaining to modern slavery and human trafficking. We strive to implement best practices, conduct due diligence, and undertake risk assessments to ensure compliance.

We routinely review and update this policy to align with evolving legal and ethical standards and to maintain its effectiveness in preventing and addressing modern slavery and human trafficking.

At HMF, we believe that a collective effort is required to eliminate modern slavery and human trafficking. We remain committed to fostering a culture of integrity, transparency, and ethical responsibility, and we hold ourselves accountable to these principles in all our endeavors.