

## Modern Slavery and Human Trafficking Policy

### 1. Policy Statement

Happy Business is committed to preventing modern slavery and human trafficking in all its activities and acknowledges its responsibilities under the Modern Slavery Act 2015. We are dedicated to ensuring that modern slavery and human trafficking are not taking place within its business ensuring that its suppliers and associates are free from such practices. This policy sets out Happy Business's commitment to acting ethically and with integrity in all its business relationships and implementing effective systems and controls to safeguard against modern slavery.

### 2. Scope:

This policy applies to every individual associated with Happy Business, including employees, directors, contractors, suppliers, and third parties. Our commitment extends throughout our entire business ecosystem.

### 3. Responsibility:

The responsibility for implementing this policy rests with the Operations Director. This person shall ensure that adequate resources are allocated, and training is provided to effectively implement and monitor compliance with the policy.

### 4. Risk Assessment:

Regular risk assessments will be conducted to identify and evaluate potential risks of modern slavery and human trafficking within our business and supply chains.

### 5. Due Diligence:

Happy Business is committed to conducting due diligence on all potential and existing suppliers and associates to ensure that they comply with the company's values and the requirements of the Modern Slavery Act 2015. This includes requesting and reviewing supplier and associate's policies and contractual agreements.

### 6. Training

All employees and relevant third parties will undergo training to enhance awareness of the risks associated with modern slavery and human trafficking. The training will also cover how to identify and report potential issues, reflecting our firm commitment to prevention.

### 7. Reporting Mechanisms:

We actively encourage the reporting of any concerns related to modern slavery or human trafficking.

### 8. Continuous Improvement:

Happy Business is committed to regularly reviewing and improving its policies, procedures, and due diligence processes to address the evolving nature of modern slavery and human trafficking risks.





#### 10. Communication:

This policy will be communicated to all employees, suppliers, and relevant stakeholders, and it will be made publicly available on the company's website.

#### 11. Review and Compliance:

This policy will be reviewed annually and updated as necessary to ensure its effectiveness and compliance with any changes in legislation or business practices.

**Signed:** Beckie Pascoe – Operations Director

**Date:** 4<sup>th</sup> Jan 2024



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