

## Ethics Statement

### Modern Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. The Company's turnover is less than £36M and is therefore not required to produce a slavery and human trafficking statement for each financial year. Notwithstanding this however, Makana has a zero tolerance approach to any form of modern slavery.

As a small company, it is not practical for Makana to perform due diligence on all companies in its supply chain. The company does operate a number of internal policies as part of its commitment to acting ethically and with integrity and transparency in all business dealings.

These include:

**Anti-slavery policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

**Recruitment policy.** This policy includes conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

**Whistleblowing policy.** This policy ensures all employees know that they can raise concerns about how colleagues are being treated, or practices within the business or supply chain, without fear of reprisals.

This statement was approved by the directors on the 20<sup>th</sup> April 2021.

### Transparency in Supply Chains Statement

The Modern Slavery Act 2015 requires all companies and groups with a turnover in excess of £36m to provide a "Transparency in Supply Chains" (TISC) statement which details the steps that have been taken to prevent modern slavery within their organisation". The requirement to provide the TISC statement is effective for all accounting years ending after 31 March 2016. Makana's turnover is below the operative level, notwithstanding this, however Makana intends to undertake on a voluntary basis a review of its supply chain.

### Equal Opportunities & Diversity Statement

Makana wholeheartedly supports the principle of equal opportunities in employment and opposes all forms of unfair discrimination on the grounds of colour, race, nationality, ethnic or national origin, sex, sexual orientation, marital status, religion or belief, age or disability. We aim to create a diverse workforce where all individuals are treated with dignity and respect. We believe it is in Makana's best interests and those who work within it, to recognise the value of each individual and to combat prejudice, stereotyping and harassment. Every possible step is taken to ensure that each individual has equality of opportunity and is treated fairly. Decisions on recruitment, selection, promotion, and career and personal development are based solely on objective job- or task-related criteria. We monitor the composition of the workforce, our

policies and procedures to ensure that our equal opportunities policy statement is being properly implemented

### Anti-facilitation of Tax Evasion Policy

In the light of Criminal Finances Act 2017, Makana is committed to preventing tax evasion anywhere within its operations. The Policy covers the responsibilities of Makana, its staff; sub-contractors and any persons appointed to act on its behalf.