

## Modern Slavery Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Adare International has taken and is continuing to take appropriate measures and implement practices to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2020.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

Adare International has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. Anti-Slavery, Human Trafficking, Relationships with other Employees, Clients, Partners & Suppliers, Prevention & Detection of Fraud, Whistleblowing and more are all covered under our Code of Conduct which is a core Company policy that is read and acknowledged by all employees annually.

Our career management and development tool allows our employees to read these policies online complete training and confirm that they will follow and adhere to all Company policies. We are able to report on and monitor compliance of these mandatory policies. All employees must confirm they have read it and that they have understood the implications and reporting requirements if they suspect malpractice.

### **Our Values**

Our values reflect our commitment to openness and thoughtfulness, as well as our promise to support our people, clients and supply partners.

#### *Collaboration*

We work together for and with our customers and suppliers to deliver great solutions and results. We achieve more as a unified team than as a group of individuals. We are willing to help each other.

#### *Integrity*

We are open and honest, loyal and respectful. We do what we say we're going to do and we do the 'right' thing. We believe all relationships are built on trust.

#### *Innovation*

We challenge the status quo, pushing the boundaries and promoting positive changes to established services and products. We embrace change and pioneer problem-solving solutions.

#### *Passion*

We have a belief in what we do and drive to be successful. We are positive and enthusiastic; we take ownership and go the extra mile, striving for continuous improvement.

## *Creativity*

We will always use our imagination to create new ideas and services for our clients and ourselves.

## *Bravery*

We are committed to going above and beyond. We are confident to do the right thing. We are open to change and fearless in proposing new ideas.

## **Our Supply Chain**

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect Whistleblowers.

All suppliers to Adare International must go through our due diligence process at the on-boarding stage and are then subject to regular audits and reviews by our Vendor Management Team.

## **Our Policies**

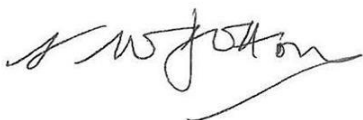
The Company's business policies and practices support Adare's adherence to the modern slavery legislation and encourage every employee and associated third party to practise and promote ethical and honest business practices at all times. Adare is committed to the prevention of bribery and corruption and endeavours to conduct all its business with integrity and within the requirements of the Bribery Act 2010. All employees, service providers and third parties associated with Adare are required to engage in the highest standards of ethical business behaviour to ensure appropriate and honest corporate decisions and actions are consistently taken.

Adare does not tolerate, permit, or engage in bribery, corruption or improper payments of any kind in our business dealings, anywhere in the world, both with public officials and within the private sector. Adare promotes transparency and insists all staff and associated third parties adhere to the company's Anti-Bribery Policy and has implemented a rolling programme of risk assessments, business-process reviews and awareness training for all staff to reduce any risk of potential non-compliant activity.

## **The Future**

We are committed to continually improving the way we educate and inform our employees about modern slavery. This is reviewed annually to ensure we continue to maintain and improve our high standards.

This statement has been reviewed and approved by our Board of Directors and will be reviewed on an annual basis.



Andrew Dutton  
Chief Executive Officer of Adare International Limited  
1<sup>st</sup> March 2020