

## **Modern Slavery Policy**

### **AnyPower LTD**

**Effective Date:** 18/06/2025

**Reviewed Annually**

### **1. Introduction**

This Modern Slavery Policy outlines the commitment of **AnyPower LTD** to preventing modern slavery and human trafficking within our operations and across our supply chains. Modern slavery is a serious and often hidden crime that includes slavery, servitude, forced or compulsory labour, and human trafficking.

AnyPower LTD acknowledges the risks associated with sourcing components and manufacturing services from regions where labour standards may vary, including China. We are committed to maintaining ethical and lawful business practices at all levels of our operations and to improving our processes to prevent the risk of modern slavery.

### **2. Our Business and Supply Chains**

AnyPower LTD designs, imports, and distributes electronic power supply products for the commercial and consumer technology sectors. We import components and finished goods from international partners, including suppliers based in China.

Our supply chain includes:

- Manufacturers of PCBs and electronic components
- Assembly and testing facilities
- Freight and logistics partners
- Packaging and warehousing providers

We recognise that parts of our supply chain may operate in higher-risk jurisdictions, which is why we maintain robust procedures to assess and mitigate modern slavery risks.

### **3. Our Commitments**

AnyPower LTD is committed to:

- Complying with the Modern Slavery Act 2015 and all other relevant laws
- Operating transparently with due diligence in our supply chains
- Never knowingly entering into partnerships with businesses involved in modern slavery
- Auditing and assessing suppliers where modern slavery risks are deemed higher
- Embedding ethical practices in our procurement and operations

### **4. Supplier Standards**

We expect our suppliers to:

- Comply with all applicable labour laws and human rights standards
- Prohibit forced labour, bonded labour, child labour, and human trafficking

- Provide safe and hygienic working conditions
- Offer fair wages, working hours, and employment terms
- Allow freedom of movement and the right to leave employment voluntarily

Our contracts include ethical clauses requiring suppliers to meet these standards and allow for audits or termination if serious violations are identified.

## **5. Due Diligence and Risk Management**

To identify and manage modern slavery risks, we:

- Map and review our supply chains with a focus on country of origin and labour practices
- Conduct risk assessments of new and existing suppliers
- Work with suppliers to improve transparency and traceability
- Use independent audits and request certifications where appropriate (e.g., ISO, SA8000)
- Maintain records of due diligence processes

Where risks are identified, we work with suppliers on corrective action plans or cease engagement if necessary.

## **6. Training and Awareness**

We provide training to relevant staff involved in procurement and supplier engagement to ensure they:

- Understand the signs of modern slavery
- Know how to report concerns internally
- Uphold our ethical sourcing standards when selecting and managing suppliers

All staff are encouraged to raise concerns using our confidential reporting process without fear of retaliation.

## **7. Reporting and Whistleblowing**

AnyPower LTD encourages open communication. If employees, suppliers, or stakeholders suspect any form of modern slavery within our operations or supply chain, they are urged to report it immediately through our whistleblowing procedure.

Reports can be made confidentially to:

 **compliance@AnyPower LTD**

All reports will be investigated thoroughly, and appropriate action will be taken.

## **8. Monitoring and Review**

This policy is reviewed annually by senior management. We aim to continually improve our practices to combat modern slavery and will update this policy as our operations evolve or as legislation changes.

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**Signed,**  
Harry Fabb  
**Director, AnyPower LTD**  
18/06/2025