



Modern Slavery Statement

Effective Date: January 2025

Reviewed: January 2026

1. Introduction

Melita POS Ltd is committed to preventing modern slavery, human trafficking, forced labour, and unethical working conditions within our own operations and our supply chain. We recognize our responsibility to uphold ethical employment practices and ensure that all individuals working with or for us are treated with dignity, fairness, and respect.

2. Our Business & Supply Chain

Melita POS Ltd specializes in design, manufacturing, warehousing, merchandising, and installation of retail display units and promotional items. While our direct workforce is based in the UK, we work with a network of suppliers who provide materials and services essential to our operations.

We understand that risks of modern slavery can exist in global supply chains, particularly in industries involving manufacturing, raw material sourcing, and logistics. We are committed to ensuring that all aspects of our supply chain operate ethically and lawfully.

3. Our Policies on Modern Slavery & Ethical Employment

To combat modern slavery and worker exploitation, we have implemented the following policies:

- **Ethical Sourcing & Supplier Code of Conduct** – We expect all suppliers to adhere to labour rights, fair wages, and ethical employment practices.
- **Fair Treatment & Equal Opportunities Policy** – We prohibit discrimination, forced labour, and exploitation in all our employment practices.

 Melita House, 20 Centurion Way, Meridian Business Park, Leicester, LE19 1WH

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 www.melitapos.co.uk

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- **Grievance Procedures** – Employees, contractors, and suppliers can report concerns confidentially without fear of retaliation.
- **Health & Safety Standards** – We ensure all workers operate in safe conditions with appropriate welfare provisions.

4. Due Diligence & Risk Assessment

We actively assess risks of modern slavery in our business and supply chain by:

- Conducting supplier vetting to ensure compliance with labour laws and ethical standards.
- Requiring all new suppliers & subcontractors to review and agree to our Modern Slavery Agreement document
- Reviewing employment practices to ensure fair wages and voluntary work conditions.
- Engaging with suppliers on responsible business practices and ethical compliance.

5. Training & Awareness

We are committed to increasing awareness among employees and leadership by:

- ✓ All employees receive the Employee Handbook during onboarding, which outlines our policies on fair treatment, ethical workplace practices, and reporting concerns.
- ✓ Ensuring managers understand and apply fair labour practices.
- ✓ Exploring further training opportunities to help teams identify and report concerns about worker exploitation.

6. Reporting Concerns

Melita POS encourages open communication and ethical reporting. If any employee, supplier, or third party becomes aware of unethical practices or possible modern slavery risks, they can confidentially report concerns to management or via our Grievance Procedures.

7. Commitment to Continuous Improvement

We recognize that combating modern slavery is an ongoing effort.

Melita POS is committed to:

- Regularly reviewing our policies and supply chain practices.
- Strengthening supplier engagement and ethical compliance.

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- Enhancing training and awareness programs for employees.

This statement will be reviewed annually to ensure continued effectiveness.

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