

## **Carleton Optical Equipment Limited Modern Slavery Statement**

Carleton Optical is opposed to all forms of unethical business behaviour and we take a zero-tolerance approach to any form of modern slavery. We are committed to help prevent these illegal practices and to safeguard against any form of modern slavery and protect the rights and welfare of workers within our organisation and supply chain.

We have overall responsibility for ensuring this policy complies with our legal and ethical obligations. Any concerns or suspicions about any form of modern slavery taking place within our operations or supply chain should be reported immediately to management where a full investigation will be carried out.

We currently operate a supplier approval process ??? which includes consideration of any risks of modern slavery or human trafficking and all approved suppliers are required to demonstrate they meet our requirements to ensure that slavery and human trafficking is not taking place within our supply chain.

Our commitments on Modern Slavery are as follows:

- We will define clear supplier expectations and assess supplier compliance according to identified risk.
- We will monitor performance against Key Performance Indicators to ensure continuous improvement.
- We will provide training to relevant personnel to ensure a high level of understanding of the risks of modern slavery in our organisation and supply chain.
- We will conduct due diligence on suppliers to reduce the risk of slavery.
- We have a system in place to encourage the reporting of concerns and the protection of whistle-blowers.

We are committed to ensuring transparency throughout our organisation and in our approach to tackling modern slavery throughout our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015.



Nick Fitzryk  
Managing Director