

Modern Day Slavery Act 2015 Statement

Flash-Over LTD recognises that slavery and human trafficking remains a hidden blight on our global society.

The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them. Company activities are varied through multiple disciplined areas

We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business.

Our Anti-slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

The Company will identify and mitigate risk in the following ways (But not limited to):-

- All Staff will be paid above the national minimum wage of *National Living Wage for those aged 25 and over will increase by 6.2% to £8.72 an hour. The National Minimum Wage for those aged 21 to 24 is increasing by 6.5% to £8.20 an hour. the National Minimum Wage for those aged 18 to 20 is increasing by 4.9% to £6.45 an hour*
- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- We encourage the reporting of concerns and the protection of whistle blowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking.
- We expect all those in our supply chain and contractors comply with our values. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

This policy has been approved & authorised by:

Name: Felix Abbà

Signed: Felix Abbà

Position: Managing Director

Date: 28/08/2020