

CONTINUUM

Global Sourcing for Aspiring Business

Modern Slavery Policy

Summary

This document is split into the following sections:

- 1. Policy** – the reason we have this guidance and why it's necessary.
- 2. Process** – the process for individuals using this policy, including information and guidance on how to report a concern.

1. Purpose

The purpose of this policy is to describe the commitment of Continuum Global Sourcing Ltd to identify and help to eradicate modern slavery and human trafficking wherever it exists. The commitment extends to our due diligence processes in assessing and monitoring our current and future supply chains.

2. Scope

This policy applies to all individuals working for Continuum Global Sourcing Ltd in any capacity. The Company Directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all staff and associates comply with it.

3. Our commitment

Continuum Global Sourcing adopts a zero-tolerance approach to modern slavery, human trafficking and any form of bribery and corruption, directly and indirectly, associated with these criminal acts. We are committed to acting ethically in all our business dealings and relationships, and to implementing and enforcing effective processes and controls to ensure modern slavery is not taking place in our business or in any of our supply chains.

We fully support the eradication of modern slavery and human trafficking.

We take our responsibilities to combat modern slavery in our supply chain seriously:

Appropriate due diligence is performed on suppliers, which is informed by the nature of procurement and the goods / services to be delivered.

Our contracts require suppliers to warrant that all times during the term of the contract they, their subcontractors and suppliers, comply with Modern Slavery Legislation.

We require suppliers to notify us as soon as they become aware of any actual or suspected slavery or human trafficking in a supply chain which has a connection with the contract.

Our staff receive regular training on modern slavery issues.

The prevention, detection, and reporting of modern slavery in any part of our business and supply chains is the responsibility of all of us working across the organisation:

We expect anyone within our business including associates to raise any concerns about modern slavery, through their manager or company contact and will support anyone who reports concerns in good faith.

We will not work with any suppliers that do not reach the standards required through our due diligence or audit processes.

Any indication of a failure to meet required standards either before or during the life of a contract will be reported to the necessary authorities (e.g. <https://www.modernslaveryhelpline.org/>, or the relevant authorities in country of operation if immediate danger is perceived).

4. Communications and training

This policy will be shared with all staff and a read and acceptance record of signatures (electronic signatures or e mail accepted) of all staff and associates will be maintained.

Applicable training will be given to ensure the policy is fully understood and where necessary further detailed training will take place as required and provided free of any charge.

5. Contact and further information

The responsibility for monitoring this policy rests with the appointed Q&RA representative of Continuum Global Sourcing Ltd and need for change will be reported directly to the Managing Director.

The policy will be reviewed annually and updated when Continuum Global Sourcing Ltd deem it necessary or when applicable legislation changes.

Questions and disclosures should be sent to the Managing Director by e mail to craig@continuumscotland.com or the appointed Q&RA representative.

Appendix 1: Process and Responsibilities.

How to report a concern.

Any indication of a failure to meet required standards either before or during the life of a contract should be raised with the Managing Director and will be reported to the necessary authorities (e.g. <https://www.modernslaveryhelpline.org/>).

If immediate danger is perceived, individuals should contact the relevant in country authorities directly and advise the Managing Director and / or the appointed Q&RA representative that they have done so.

Responsibilities

The Company Directors and the Q&RA representative are responsible for:

1. Explaining the Modern Slavery policy and taking steps to positively promote it;
2. Providing support and guidance to individuals;
3. Being responsive and supportive to any individual who seeks guidance;
4. Ensuring that training is available to all staff and all staff have access to this policy and related processes;
5. Encouraging employees to be vigilant and to report any concern as outlined above;
6. Maintaining confidentiality in all cases;
7. Monitoring and updating this policy as necessary.

Individuals are responsible for:

1. Ensuring that they read, understand and comply with this policy;
2. Being vigilant and reporting any concerns as outlined above.

STATEMENT: This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Continuum Scotland's slavery and human trafficking statement for the financial year ending 31st August 2026 and was approved at Managing Director level.