



PoppyHarp MODERN SLAVERY POLICY

About this Policy

PoppyHarp acknowledges the rising concern of slavery and human trafficking globally and is dedicated to preventing such acts within its business and supply chains. We hold our contractors, suppliers, and business partners to the same high standards and refuse to collaborate with any organisation suspected of involvement in modern slavery.

About PoppyHarp

PoppyHarp offers a diverse platform of Harp activities and as such offers examinations, performance opportunities, competitions, tuition and more.

About this Policy

We are committed to raising awareness of slavery and human trafficking among our staff and contractors, supported by the implementation of the following policies and procedures:

- Modern Slavery Policy
- Safeguarding Policy
- Code of Conduct
- Whistleblowing Policy and Procedure
- Reporting Malpractice Policy
- Recruitment Procedure

Our policies aim to identify and assess potential risks in our business and supply chains, monitor these areas, minimise the risk of occurrence, and provide protection for whistleblowers. We ensure that our suppliers are aware of and adhere to our policies.

Measures and procedures

To monitor and mitigate the risk of slavery and human trafficking in our supply chains, we do everything we can to ensure that all our suppliers adhere to the Modern Slavery Act 2015. As we are a small company we do not consider our business to be high risk. That being said we regularly review our supply chain and preferred supplier list and will take corrective action if instances of modern slavery are discovered. To date, we have not received any reports of behaviour or

practices falling within the scope of forced labor indicators defined by the International Labour Organisation.

We measure the success of our efforts to combat slavery and human trafficking through key performance indicators, including the number of reports received regarding modern slavery practices in our supply chain and the number of contractual relationships terminated due to policy breaches. We require all staff and contractors to adhere to our Code of Conduct and encourage them to report any potential breaches of our Modern Slavery Policy. We provide regular training on modern slavery for our staff.

Review

This policy is subject to review at the discretion of PoppyHarp's Company Director Fran Barsby and/or as required by changes to legislation

Update History

The following changes have been made to this document:

Fran Barsby 27/04/2024