

## Modern Slavery Act 2015 Policy

This policy is made on behalf of Kitchequip pursuant to Section 54, part 6 of the Modern Slavery Act 2015 (the "Act") and sets out the steps Endurance has taken to ensure that Slavery and Human Trafficking (as defined in the Act) is not taking place in our supply chains or in any part of our business.

### Our approach

As regulated firms, we always work to the highest professional standards and comply with all laws and regulations applicable to our business. We expect the same high standards from those parties with whom we engage and we are committed to ensuring that there is no modern slavery or human trafficking in our supply chain. We work to embed throughout our operations a robust risk management framework to ensure we effectively analyse and manage the risks to our business. This includes analysing the risk of inadvertently working with suppliers who do not share our commitment to anti-slavery and human trafficking.

### Supplier due diligence

As suppliers are partners in our business success, they are expected to comply with all local laws and regulations as well as our Vendor Management Policy. We reserve the right to request information concerning, amongst other things, health & safety, environmental, equality, anti-corruption and insurance protection to enable us to verify their commitment to our corporate values and company policies.

### Whistleblowing

We encourage anyone (including employees, sub-contractors, suppliers and clients) to report in good faith any issues or concerns about potential violation of human rights, legal or regulatory requirements, and improper or unethical business practices such as fraud or bribery involving our company or our employees.

### Training

We ensure that all employees who have responsibility for procurement within our firm have appropriate knowledge in order to identify issues related to slavery and human trafficking, and review standard terms with suppliers as a means of ensuring disclosure and compliance.