

REBEL BIONICS LTD EQUALITY & MODERN SLAVERY POLICY



Rebel Bionics Ltd is committed to promoting equality, diversity, and inclusion and ensuring that modern slavery or human trafficking has no place in our operations or supply chains. This policy outlines our approach to upholding these values in accordance with the Equality Act 2010 and the Modern Slavery Act 2015.

Scope

This policy applies to all employees, contractors, agency workers, interns, consultants, suppliers, and business partners of Rebel Bionics Ltd across all sites and operations.

Equality, Diversity and Inclusion

Our Commitment

Rebel Bionics Ltd values the diversity of its workforce and is committed to creating an inclusive environment where everyone is treated with dignity and respect. We oppose all forms of unlawful and unfair discrimination and aim to provide equality of opportunity regardless of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation
- Objectives

Rebel Bionics Ltd are committed to:

- Recruit, develop, and retain a diverse workforce.
- Foster a culture of respect, openness, and fairness.
- Ensure employment decisions are based on merit, qualifications, and business needs.
- Promote awareness and training on diversity and anti-discrimination.

Modern Slavery and Human Trafficking



Our Commitment

Rebel Bionics Ltd has a zero-tolerance approach to modern slavery. We are committed 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 are not taking place anywhere in our supply chains or business operations.

Our Actions

We will:

- Conduct risk assessments to identify potential areas of vulnerability in our operations and supply chain.
- Engage with suppliers to ensure they share and uphold our values.
- Require all suppliers to confirm adherence to anti-slavery principles through contracts or compliance documentation.
- Provide training to relevant employees on modern slavery and human trafficking.
- Report transparently on our efforts annually, if required under Section 54 of the Modern Slavery Act.

Responsibilities

Management Responsibilities

Managers are responsible for:

- Promoting equality and inclusion in the workplace.
- Ensuring staff understand and act in accordance with this policy.
- Taking appropriate action in cases of discrimination or suspected modern slavery.



Employee Responsibilities

All employees are expected to:

- Treat colleagues and third parties with respect and dignity.
- Report any concerns related to equality breaches or modern slavery.
- Cooperate fully with any investigations or training.

Reporting Concerns

Employees or third parties who have concerns or suspect that any part of our business or supply chain is involved in modern slavery or discriminatory practices should report the matter to [insert contact details: e.g., HR Manager or compliance officer]. Reports will be treated confidentially and investigated appropriately.

Breaches of the Policy

Violations of this policy by employees may result in disciplinary action, up to and including dismissal. Breaches by suppliers or contractors may lead to termination of contracts and possible legal action.

Review and Monitoring

This policy will be reviewed annually or in response to changes in legislation, company structure, or emerging best practices.

Ted Varley
CEO
Rebel Bionics Ltd
25/04/2022

Policy effective date: 25/04/2022
Review Date: Annually