



## **LeanPie Ltd and LeanPie USA Inc. – Modern Slavery Policy**

### Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At LeanPie, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2020.

### Our business and supply chains

At LeanPie, we work with many suppliers and partners around the globe. We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

### Policies

LeanPie Ltd and LeanPie USA Inc. have put the following policies in place for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.
- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

### Supplier due diligence

LeanPie Ltd and LeanPie USA Inc. conducts thorough due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes, but is not limited to:

- Assessing risks in the provision of particular services
- Auditing vendors and suppliers, and their health and safety standards, labour relations and employee contracts
- Establishing that no form of forced, compulsory or slave labour is used
- Confirming that their employees and associates work voluntarily and are entitled to leave work

This statement covers business activity from 1st April 2020 and is ongoing.

Approved by the board of LeanPie Ltd on 1st April 2020.