

## Modern Slavery Act 2015 Statement

This statement constitutes IRLA's anti-slavery and human trafficking statement.

IRLA recognises that slavery and human trafficking remains a significant issue in modern society. IRLA is committed to ensuring that there is no modern-day slavery or human trafficking in its supply chains or in any part of its business. IRLA's Modern Slavery Act 2015 Statement reflects its commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains.

IRLA does not have a specific supplier code of conduct concerning business relationships. However, it ensures that its key suppliers are under enforceable contractual requirements to comply with all applicable laws. In circumstances where a new relationship between IRLA and a key supplier is formed, the contractual process is reviewed by lawyers to ensure that all identifiable risks are considered and addressed appropriately before entering into a contractual relationship with a new key supplier. This includes ensuring that an obligation is put on any supplier that they will comply with all applicable laws, of which the Modern Slavery Act 2015 forms part.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and business the Directors have been briefed on the subject.

The statement is reviewed regularly by the Directors to ensure its continuing suitability and relevance to IRLA's activities.