

Modern Slavery and Human Trafficking Policy

1. Introduction

Pluto Books ("Pluto") is dedicated to preventing modern slavery and human trafficking in all aspects of our operations and supply chains. Our commitment extends to fostering ethical business conduct and social responsibility.

2. Policy Statement

Pluto unequivocally condemns modern slavery, forced labour, and human trafficking. We will not tolerate, support, or engage in any form of these practices within our organisation or our supply chains.

3. Compliance and Responsibility

3.1. Board and Senior Management: Pluto's board of directors and senior management are accountable for implementing and overseeing the company's efforts to combat modern slavery and human trafficking.

3.2. Supply Chains: We acknowledge the need to scrutinise our supply chains to identify and address any risks related to modern slavery and human trafficking. We will conduct thorough due diligence on our suppliers and contractors, ensuring they adhere to our high standards.

4. Reporting Suspected Violations

All employees, contractors, and stakeholders are encouraged to promptly report any concerns related to modern slavery and human trafficking. Reports will be handled confidentially and without the fear of retaliation.

5. Collaboration and Continuous Improvement

We will actively collaborate with relevant organisations and stakeholders to share insights and best practices in the fight against modern slavery and human trafficking. We remain committed to continually enhancing our policies and procedures to effectively address emerging challenges.

6. Consequences of Non-Compliance

Non-compliance with this policy may lead to appropriate disciplinary actions, including employment termination or contract dissolution. If a supplier is found involved in modern slavery or human trafficking, we will take necessary actions, potentially including discontinuing our business relationship.

7. Conclusion

Pluto Books is firmly committed to upholding a culture founded on respect, dignity, and human rights. We pledge our dedication to preventing modern slavery and human trafficking, ensuring our operations are conducted ethically and responsibly.

This policy is approved by the board of directors and will be reviewed periodically for relevance and effectiveness.