

Anti-Modern Slavery Policy

Black Vanilla is committed to ethical practices and promoting human rights. We have zero tolerance for modern slavery and human trafficking in any form, both within our business and throughout our supply chain.

Scope

This policy applies to all employees, contractors, suppliers, and any other partners working with or on behalf of Black Vanilla.

Our Commitments

Awareness and Compliance

We comply with all relevant laws and regulations relating to modern slavery and human trafficking. We ensure our team is aware of the risks and signs of modern slavery.

Supplier Relationships

We work only with reputable suppliers who share our commitment to ethical practices. We reserve the right to terminate relationships with suppliers who fail to meet these standards.

Monitoring and Reporting

Employees are encouraged to report concerns about potential modern slavery violations within our business or supply chain. Reports will be treated seriously, confidentially, and investigated thoroughly.

Continuous Improvement

We review this policy regularly to ensure its effectiveness and relevance to our business operations.

How to Report Concerns

If you suspect any instance of modern slavery or unethical practices related to our business, please contact Nichole@black-vanilla.co.uk immediately.

Signed by: *Nichole Culverwell*

Date: 25th November 2025