

The Company recognises that Modern Slavery (servitude, forced labour and human trafficking) is a global and ever increasing issue. The following policy sets out the approach taken by the Company to understand and eliminate all potential Modern Slavery risks related to its business operations and activities.

The Company aims to have the highest ethical and professional standards and aims to always comply with all local laws and regulations applicable to the business. The Company is absolutely committed to preventing Modern Slavery activities within the business and within its supply chains. The Company plans to emphasise this commitment by ensuring all employees have received suitable and sufficient information, instruction and training relating to Modern Slavery. The Company also expects the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers.

The Company will ensure that any suspicion of Modern Slavery is reported to the proper authorities and investigated internally. Employees are openly encouraged to report any concerns or suspicions to Senior Management. As with any issue or suspicion, these will be reported and investigated, with remedial action taken as necessary.

Due to the nature of our business and our approach to governance, we assess that there is very low risk of Modern Slavery in our business. The Company will aim to periodically review the effectiveness of this policy and update it accordingly. The future aims of the Company are to include information relating to Modern Slavery within our employee induction program to ensure any new employees are aware of our policy and commitment to high ethical standards.

This policy has been approved by the Managing Director and will be reviewed, and where required, revised on a regular basis.

This policy has been made pursuant to the Modern Slavery Act 2015.