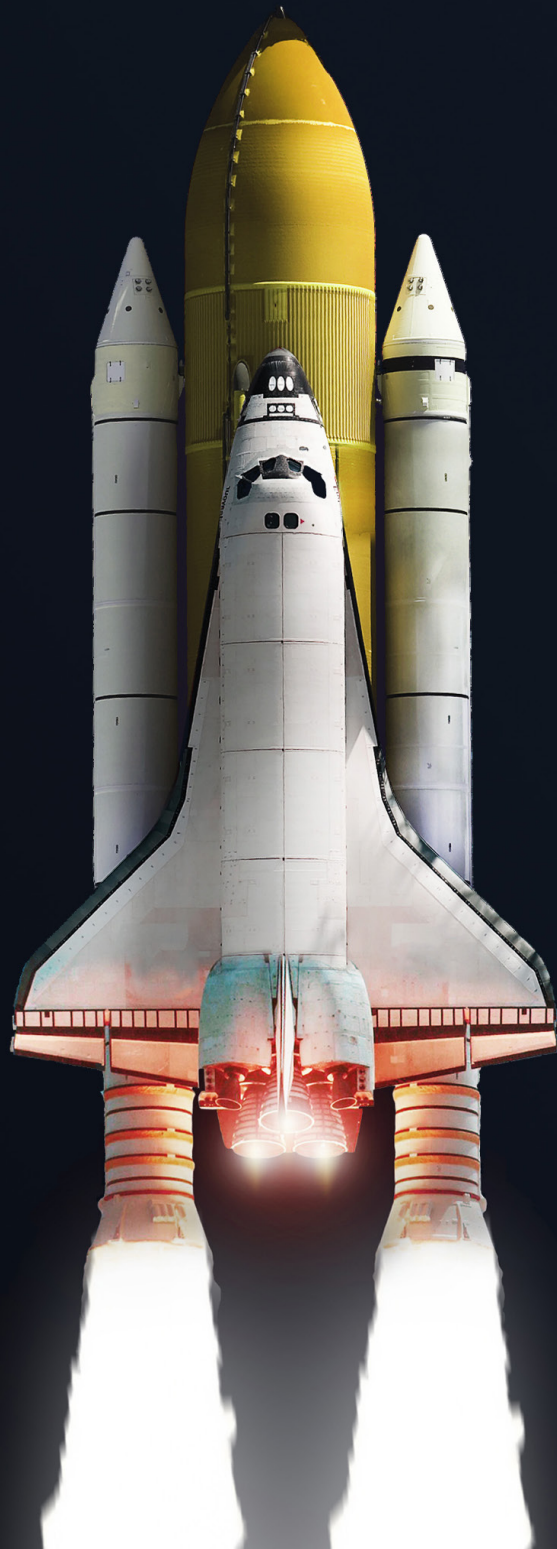




# Anti-Slavery Policy



## Anti-Slavery Statement

Modern slavery constitutes a heinous crime, infringing upon essential human rights. Manifesting in various forms—be it slavery, servitude, forced labour, or human trafficking—each manifestation seeks to unlawfully confine an individual, exploiting them for personal or commercial advantages.

At Nexoid Limited, we staunchly oppose all facets of modern slavery. Upholding ethical practices and integrity in every business interaction is core to our values. We have set in place rigorous systems and controls to eradicate any trace of modern slavery within our operations and supply chain. Transparency is fundamental in our operations and in our endeavours to root out modern slavery, aligning with the disclosure mandates of the Modern Slavery Act UK 2015.

We set the bar high, not just for ourselves, but for all our business collaborators. From contractors and suppliers to other business associates, we mandate a strict adherence against any form of forced, trafficked, or involuntary labour. We emphasize this commitment in our contractual processes, firmly expecting our suppliers to ensure their respective networks uphold similar standards.

This policy encompasses everyone affiliated with Nexoid Limited—be they employees of any rank, directors, officers, temporary staff, volunteers, agents, contractors, consultants, business representatives, or partners. Though this policy is not a segment of any employment contract, we maintain the discretion to modify it whenever necessary.

## Policy Responsibilities

Nexoid Limited holds the ultimate responsibility for ensuring this policy aligns with our legal and ethical standards, and that everyone within our domain adheres to it. We take the lead in daily policy enforcement, monitoring its application and effectiveness. Furthermore, we handle inquiries about this policy and consistently review our internal control systems to affirm their efficiency in eradicating modern slavery.

It's imperative for management at all tiers to ensure their teams are well-versed with this policy and comply fully. Continuous training on this policy and the broader issue of modern slavery in supply chains is essential.

We welcome feedback on this policy and are open to suggestions for enhancement. If you have comments, proposals, or questions, please direct them to Jonathon Grantham.

## Policy Compliance

You are required to familiarize yourself with, understand, and uphold this policy. Everyone associated with our company or under our jurisdiction has a collective responsibility to prevent, identify, and report any instances of modern slavery in any segment of our operations or supply chains.

Avoid any actions or decisions that could contravene or seem to breach this policy. If you believe or foresee a potential conflict with our policy, it is essential to notify your line manager or a company director immediately.

It is vital to voice any concerns or suspicions about modern slavery incidents, whether within our business or any level of our suppliers' operations, without delay. If you identify or anticipate a policy breach, notify your superior or refer to our Whistleblowing Policy for reporting procedures.



When deemed necessary, with the primary focus being the welfare of local workers, we will provide support and guidance to our suppliers, aiding them in rectifying coercive, abusive, or exploitative practices within their operations and supply chains.

If you are uncertain whether specific actions or general employee treatment within our supply chains could be categorized as modern slavery, please seek guidance from your line manager or a company director.

We value transparency and will support anyone who, in good faith, raises legitimate concerns under this policy, even if the concerns prove unfounded later. Our commitment is unwavering: no individual should face any form of retaliation for genuinely expressing concerns about potential instances of modern slavery in any segment of our business or supply chains.

Any form of reprisal, including threats, disciplinary actions, or other adverse treatments, due to raising such concerns is strictly prohibited. If you believe you have been subjected to unjust treatment for voicing concerns, inform your line manager right away. If you are an employee and the issue persists, you should proceed with a formal complaint.

## Communication & Awareness

Training on this policy and the risks of modern slavery within our supply chains is integrated into the onboarding process for all new employees. Updates will be provided regularly through our standard communication channels.

From the onset of our commercial relationships, it's imperative that all suppliers, contractors, and business partners understand our unwavering commitment to a zero-tolerance policy on modern slavery. This stance will be reinforced as necessary throughout our collaboration.

## Policy Breaches

Employees who breach this policy are subject to disciplinary measures, potentially leading to dismissal on grounds of misconduct. If external individuals or entities representing us contravene this policy, we hold the discretion to immediately sever our association with them.

## Reporting

If you suspect Nexoid Limited or any of its subcontractors are associated with modern slavery activities, we urge you to reach out to us immediately. You can contact us through our website at [www.nexoid.com/contact\\_us](http://www.nexoid.com/contact_us).

