

### General

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, and suppliers.

Obex Protection Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We are committed to implementing systems and controls aimed so that modern slavery does not happen anywhere within our organisation or in any of our supply chains.

We expect that our suppliers to hold their own suppliers to the same high standards.

### Modern Slavery and Human Trafficking

“Modern slavery” means all of: slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking: all these have in common the deprivation of a person's liberty to exploit them for personal or commercial gain.

Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

Modern slavery is a crime and a violation of fundamental human rights.

### Responsibility: the Board

The Board has overall responsibility for this policy complying with our legal and ethical obligations, and that all those under our control comply with it.

Management at all levels must ensure those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

### Responsibility: you

You must read, understand and comply with this policy, and you are invited to comment on it and suggest ways it might be improved, through your manager.

Preventing, detecting and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You must avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager as soon as possible if you believe or suspect that a breach of this policy has occurred, or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect that a breach of this policy has occurred or that it may occur you must notify your manager as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it.

We encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or

may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

### Commitments

We expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains. If a supplier or their supplier breaches any modern slavery law, that will mean we may immediately terminate our contract with them.
- Preventing, detecting, and reporting modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We commit to engage with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We commit to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners. We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant including specific “hard line” prohibitions against the use of modern slavery and trafficked labour in our contracts. Using our risk-based approach, we also assess the merits of writing to suppliers requiring them to comply with this policy.
- We expect our suppliers will hold their suppliers to the same high standards.
- Consistent with our risk-based approach we may require:
  - employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with this policy.
  - suppliers engaging workers through a third party to obtain that third party’s agreement to adhere to this policy
- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with this policy.
- If we find that individuals or organisations working on our behalf have breached this policy, we shall take appropriate action. This may range from considering the possibility of breaches being remedied and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

This policy was reviewed in July 2022.