

Spliceteq South Communications Ltd (hereinafter in the document referred to as the Company) is committed to driving out acts of modern-day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors. The Company acknowledges responsibility to the Modern Day Slavery Act 2015 and will ensure transparency within the Company and within the suppliers of goods and services organisations. These as well as suppliers of services make up the supply chain with the Company.

As part of our Company's due diligence processes into slavery and human trafficking, the Supplier Approval Process incorporates a review of the controls undertaken by our suppliers and sub-contractors. Imported goods from sources outside the UK and EU are potentially more at risk of slavery / human trafficking issues. The level of management control required for those sources will be continually monitored.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking. The Company Directors shall take responsibility for implementing this Policy and its objectives and shall provide adequate resources (training, etc) and suitable investment to ensure that slavery and human trafficking is not taking place within the Company nor within its supply chains. A full copy of the Modern Day Slavery Act 2015 Policy will be accessible to all employees electronically and a copy can be obtained from the Office Manager upon request.

This Policy will be reviewed annually and will be re-published should any changes be made to the MDSA. This Policy takes into account, and supports, the policies, procedures and requirements documented within our Integrated Management System (IMS), compliant with the requirements of ISO 9001, 14001 and OHSAS 18001. The implementation and operation of this management system underlines our commitment to this Policy.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels within the Company, and that it is regularly reviewed by the Company Directors to ensure its continuing suitability and relevance to our Company activities.

Paul Parkinson

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CEO

21/06/2024

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