



Ethical Trading Policy Statement

Cetix believe in ethical business and trade principles and are committed to supporting the principles of the *Ethical Trading Initiative Base Code*. As a responsible business within a global supply chain, Cetix expects its employees, suppliers, and contractors to understand and act in accordance with the following criteria above and beyond basic legal requirements:

- All employment is freely chosen,
- Worker's representatives or trade unions are not discriminated against in any way,
- Working conditions are safe and hygienic,
- Workers receive regular and recorded health and safety training,
- Child labour is not used,
- Wages are fair and comparable to industry standard and will always meet the minimum wage,
- Deductions from wages as a disciplinary measure shall not be permitted,
- Working hours are not excessive,
- No discrimination on grounds of race, religion, age, disability, gender, marital status, sexual preference, or similar basis is tolerated,
- Regular employment is provided for those who are employed on a permanent contract,
- No harsh, cruel, or degrading treatment or practices are allowed,
- No bribery, corruption or blackmail will be tolerated,
- No bullying, harassment, or abuse within the workplace will be tolerated.

Cetix Management accept overall responsibility for all aspects of ethical trading at work within the business and are committed to ensuring the above principles are put into practice.

Cetix suppliers are selected and assessed on their policies and practices and as such, Cetix expect all their suppliers to work to and demonstrate the same ethical trading principles as described above.

Signed:

Date: 06/01/2026

P Deehan
CEO, Cetix Ltd