

Modern/Anti-Slavery Policy Statement

In accordance with the Modern Slavery Act 2015, Cetix is committed to a work environment that is free from human trafficking, forced labour, unlawful child labour and accepts a responsibility for promoting ethical and lawful employment practices.

Accordingly, Cetix will not knowingly use unlawful child labour or forced labour in any of the services or products it provides, nor will it accept services or products from suppliers or conduct business with clients that employ or utilise child labour or forced labour.

Human trafficking and slavery are crimes under UK and international law. These crimes exist in countries throughout the world. This policy statement thus defines the Cetix commitment to ensuring that human trafficking and slavery does not exist within its own business, but also provides how Cetix will make efforts to eradicate the same from other businesses with whom it shall maintain a relationship (and especially from within its supply chain).

Senior level accountability, leadership, and responsibility for the implementation of this policy is assumed by the CEO and SHEQ Manager of Cetix. The policy shall be communicated to all employees who shall be expected to promote the requirements of the policy and be vigilant to the practices of the company's interested parties.

All interested parties of Cetix including clients and suppliers are required to adhere to and may be asked to demonstrate compliance with the following before ongoing agreements may be reached:

- No participation or association with the use of forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty.
- Will ensure that the overall terms of employment of its own employees are voluntary.
- Will comply with the minimum age requirements prescribed by applicable laws.
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements.
- Will abide by applicable law concerning the maximum hours of daily labour.
- Will not engage in any practice of slavery, servitude, forced labour, compulsory labour and/or human trafficking outside the UK which would constitute an offence if that conduct took place within the UK; and
- Will ensure that any sub-contractors or suppliers from whom they source goods and/or services for incorporation in those supplied to Cetix, also adhere to these requirements.

Signed:



Date: 03/01/2024

Paul Deehan,
CEO, Cetix LTD