

POLICY AGAINST HUMAN TRAFFICKING & SLAVERY 2024

This Policy outlines the efforts CIS Ltd will actively seek to eradicate human trafficking and slavery from our supply chains in complying with the provision of the Modern Slavery Act 2015.

CIS Ltd opposes any use of slavery or human trafficking within our supply chain and fully supports the promotion of ethical and lawful business practices within our workplace. CIS Ltd will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organization. Suppliers are an important part of our success and our culture, we expect each of these business partners to conduct their business with the same commitment to ethical business practices as CIS Ltd.

The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labour, illegal child labour or forced labour.
- Suppliers will ensure that the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked.
- Suppliers will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of CIS Ltd. CIS Ltd will conduct internal verification of product supply chains to evaluate and address risks of human trafficking and slavery.

CIS Ltd will maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking.

CIS Ltd will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier to CIS Ltd is found in violation of this policy, CIS Ltd will take prompt, remedial measures to address the violation.

Signed



DH Cartwright - Chairman

Date 05/01/2024