

POLICY AGAINST HUMAN TRAFFICKING & SLAVERY 2025

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.

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, interns, agents, contractors, external consultants, third party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it any time.

Standards expected of our suppliers

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.

Your responsibility and how to raise a concern.

You must ensure that you read, understand and comply with this policy.

The prevention, detection 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 are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your line manager (or the confidential helpline) 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 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 report it in accordance with our Whistleblowing policy as soon as possible. You should note that where appropriate, and with the welfare and safety of local workers as a priority, we may give support and guidance to our suppliers to help them address coercive or exploitative work practices in their own business and supply chains.

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 with your line manager or through the confidential helpline.

We aim to 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. If you believe you have suffered any such treatment, you should inform senior management immediately. If the matter is not remedied, and you are an employee, you raise it formally using our grievance procedure as set out in your terms and conditions of employment.

Breaches of this policy

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

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Signed



DH Cartwright - Chairman

Date 06/01/2025