

Anti-slavery and anti-trafficking policy

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as enacted in the Modern Slavery Act 2015. MSMT Solutions is committed to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains. It expects the same high standards from all its staff, suppliers, contractors, and those with whom it does business. This policy applies to all employees, workers, consultants, and other persons doing business with MSMT Solutions including all its contractors and suppliers.

MSMT Solutions acknowledges the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although MSMT Solutions considers the risk of modern slavery to be low due to the nature of its supply chains, it takes its responsibilities to combat modern slavery seriously as demonstrated by its promotion and adoption of the following policy measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for MSMT Solutions or under its control.
- Appropriate due diligence processes must be carried out in relation to modern slavery which may include considering human rights in a sector or country, the type of sector in which a service provider operates, the countries from which services are provided, the nature of relationships with suppliers, and the complexity of supply chain(s).
- All supply chain lines need to be continually risk assessed and managed in relation to modern slavery and any high-risk suppliers audited.
- MSMT Solutions encourages anyone to raise any concerns about modern and will support anyone who acts in good faith.
- MSMT Solutions will continue to develop its commitment to combat modern slavery and human trafficking.

Any breaches of this policy may result MSMT Solutions taking disciplinary action against individual(s) and/or terminating its relationship with any organisation or supplier.