

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.

Formedium Ltd 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 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 Formedium Ltd.

Formedium Ltd acknowledges the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour but 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 Formedium Ltd or under its control.

Appropriate due diligence processes are carried out in relation to modern slavery including the consideration of 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 are risk assessed and managed in relation to modern slavery and any high-risk suppliers audited. Formedium Ltd's standard procurement and contract documentation addresses anti-slavery and anti-trafficking.

Formedium Ltd encourages anyone to raise any concerns about modern slavery and will support anyone who acts in good faith.

Formedium Ltd creates policies and procedures which support efforts to combat modern slavery and human trafficking.