

## Modern Slavery Policy Statement

Intero Integrity Services (worldwide)

### INTRODUCTION

Modern slavery, including slavery, child labor, servitude, forced labor, and human trafficking, is a violation of fundamental human rights. Interio Integrity Services has a zero-tolerance approach to modern slavery and we expect all those who work for us or on our behalf to share our zero-tolerance approach. We are committed to ethical practices, ensuring transparency in our operations and supply chains, and enforcing systems to prevent Modern slavery. This policy, together with our Code of Conduct and Supplier Code of Conduct forms part of our wider commitment to encourage ethical and social responsibility.

### SCOPE AND EXPECTATIONS

This policy applies to all individuals working for or with us, including employees, contractors, suppliers, and partners, anywhere in the world. We require all parties in our supply chain to adhere to the same high standards, prohibiting any form of forced or trafficked labor. This policy does not form part of any employee's contract of employment and the Company may amend it at any time.

### RESPONSIBILITIES

The Company holds overall responsibility for compliance and effectiveness of this policy. Management must ensure their teams understand and adhere to it, providing training as needed.

We are committed to maintaining a workplace free from forced labor and ensuring the same standards are upheld by in our supply chain. To uphold this commitment:

1. **Annual Review:** We review our practices annually to ensure compliance with this principle.
2. **Supply Chain Risk Assessment:** We evaluate contractors and suppliers to identify potential risks related to forced labor. If risks are identified, we take appropriate corrective actions.
3. **Proactive Measures:** The following steps have been implemented to prevent, evaluate, and address risks of forced labor:
  - a) **Supplier Code of Conduct:** We have established a Supplier Code of Conduct that all contractors and suppliers must adhere to.
  - b) **Supplier Evaluation:** Supplier compliance with the Supplier Code of Conduct is assessed as part of the process for awarding or renewing contracts.
  - c) **Employee Training:** We provide training to our employees on forced labor issues and the Supplier Code of Conduct to ensure a consistent understanding of our ethical and legal obligations across the organization.

## COMPLIANCE AND REPORTING

All employees are expected to prevent, detect, and report any suspected modern slavery. Reports can be made to line managers, the Compliance Officer, or via our Speak-Up! /whistleblower platform <https://speakup.intero-integrity.com>. Genuine concerns raised in good faith are protected from detrimental treatment.

This policy is reviewed and updated as necessary and is integral to our commitment to ethical and transparent operations.