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Modern Slavery & Human Trafficking Statement

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Imagine Communications, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2025.

## Our business and supply chains

We establish a relationship of trust and integrity with all our vendors, suppliers, and downstream distribution channels which is built upon mutually beneficial factors. Our selection and on-boarding procedure includes due diligence of the business partner's reputation, respect for the law, compliance with health, safety and environmental standards, and references and any past instances of non-compliance.

We utilize screening tools with real-time awareness to validate a business partner’s history and past reported non-compliance with ethical standards. We haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Imagine requires vendors to have a documented code of conduct and policies prohibiting unethical business practices, including policies against Modern Slavery & Human Trafficking applicable not only to internal operations but also to their own suppliers. Imagine product line managers make regular site visits to suppliers to witness first-hand the working conditions and operations of those suppliers.

## Policies

Imagine operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of violations of our code of conduct and policies without fear of retaliation. We in place a whistleblowing policy which includes an available, third-party administered dedicated telephone ‘hot-lines’ for reporting suspected violations and investigation initiation.

- Code of Conduct - our code encourages employees to do the right thing by clearly stating the actions and behavior expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behavior when operating abroad and managing our supply chain.

## Training

In addition to requiring employees to regularly review and acknowledge the code of conduct, Imagine has leveraged third-party training providers that make available interactive and educational seminars addressing many of the ethical compliance polices adopted by Imagine.

This statement covers 1 January 2025 to 31 December 2025.

DocuSigned by:
Wade Riley
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Wade Riley (date)
General Counsel