MODERN ANTI-SLAVERY POLICY

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	4	09/12/22			S. Ley	A..Cesan

MODERN ANTI-SLAVERY POLICY

Sonomatic Limited are committed to improving our practices to combat slavery and human trafficking. Modern slavery and human trafficking is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Sonomatic Limited has a zero-tolerance approach to modern slavery and human trafficking and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our suppliers. Sonomatic is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners.

OUR SUPPLY CHAINS

Sonomatic provides a range of advanced premium inspection services to the Oil & Gas and petrochemical industries and procures a wide variety of goods and services from third-party suppliers to support the development and day-to-day operation of the business. Some of these products and services we use in our own business. On top of that, many of our suppliers have their own suppliers. Therefore, our supply chain is large and complex. So, we prioritise attention on companies that supply high value products or services, or things without which our business could not run.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery including child labor or human trafficking in our supply chains or in any part of our business. Our Modern Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Monitor potential risk areas in our supply chains.
- Encourage whistleblowing and protect whistleblowers.

RESPONSIBILITIES FOR COMPLIANCE

The senior management team of each business unit are responsible for compliance in their respective departments and for their supplier relationships.

To demonstrate the organisation's commitment to combat modern slavery and human trafficking in its business and supply chains, we monitor and enforce compliance with our Modern Anti-Slavery Policy.

Compliance with our Modern Anti-Slavery Policy is assessed as part of our internal processes, with specific emphasis on those related to:

- Human Resources
- Procurement
- Supplier Management

TRAINING

We are committed to ensuring our employees have a clear understanding of the risks associated with modern slavery and conduct regular training with all relevant personnel as part of wider compliance training. Additionally we cover the requirements of our Modern Anti-Slavery Policy as part of our employee onboarding process.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to modern slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we require for new contracts and suppliers have in place a requirement that clearly sets out that suppliers and their sub-contractors must adhere to the Modern Slavery Act 2015.