



## MODERN SLAVERY STATEMENT

This statement outlines the steps taken by Hiperdist Limited to prevent modern slavery and human trafficking in its business and supply chains.

### Introduction

Hiperdist Limited is committed to respecting and promoting internationally recognized human rights, including those outlined in the Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions. We maintain a zero-tolerance approach to all forms of modern slavery, including forced labour, child labour, debt bondage, and human trafficking.

This statement applies across all of Hiperdist Limited and its operations, including our suppliers, subcontractors, and business partners.

### Organizational Structure and Operations

Founded in 2008, Hiperdist Limited operates across the Middle East and Africa to carry out its integration and distribution business relating to ICT products, solutions, and value-added services. Hiperdist Limited employs over 20 staff in the UK and has an annual turnover exceeding £100 million.

### Our Policies and Commitments

Hiperdist Limited has embedded its Human Rights and Labour Standards Policy into its operational and strategic frameworks. Key actions include:

- **Assessment of Business Relationships:** We conduct thorough due diligence on existing and prospective suppliers and customers. High-risk relationships are subject to enhanced review prior to entering into any form of business engagement.

- **Contractual Obligations:** A clause is added to all our agreements that includes provisions on Human Rights and ethical business practices as well as anti-bribery and anti-corruption. Suppliers and partners are contractually obligated to uphold human rights and labor standards in line with our Code of Conduct.
- **Prohibition of Exploitation:** Hiperdist Limited strictly prohibits all forms of forced labor, child labor, and human trafficking in our business and across our supply chains.
- **Pre-Employment Screening:** We carry out comprehensive pre-employment checks to ensure all prospective employees are legally entitled to work and are not subject to coercion or exploitation.
- **Ethical Recruitment:** conducting fair and transparent recruitment processes, ensuring all employment is voluntary and based on freely given consent.
- **Ongoing Review of Employment Terms:** We regularly review and update employee contracts and employment terms and conditions to ensure they remain compliant with applicable labor laws and best practices.
- **Legal and Ethical Compliance:** monitoring working conditions to ensure compliance with national legal standards for pay, working hours, rest periods, anti-bribery, anti-corruption, improper payments, and leave entitlements and updating our policies and procedures accordingly.
- **Policy Reviews:** conducting regular reviews and updates of our internal employment practices and policies to maintain alignment with legal obligations and best practices.
- **Reporting Mechanisms:** maintaining grievance and whistleblowing mechanisms, allowing confidential and anonymous reporting of any concerns without fear of retaliation.

## Training and Awareness

We provide targeted training to employees on non-discrimination, respect for human rights, prevention of abuse, violence, and harassment, as well as anti-bribery and anti-corruption practices and trade compliance. These initiatives reinforce our zero-tolerance approach and empower employees to identify and respond appropriately to potential risks within the business and across our supply chain.

## Effectiveness and Risk Assessment

We assess effectiveness by:

- Tracking supplier compliance through audits and self-assessments
- Reviewing internal HR records for anomalies
- Monitoring reports received through grievance channels
- Benchmarking against industry standards and evolving legislative expectations

Where risks are identified, Hiperdist Limited takes immediate corrective action, including termination of supplier relationships if necessary.

## Whistleblowing and Reporting Mechanism

Hiperdist Limited maintains a formal whistle-blowing and reporting mechanism as part of its overall Compliance framework. Reports of violations may be made directly to the Human Resources Department or to the Legal and Compliance Department at Tel: +961 4 410 410 (ext. 10206), or via the dedicated compliance mailbox at [compliance@distri-com.com](mailto:compliance@distri-com.com)

Throughout the process, confidentiality is safeguarded to the fullest extent possible, and all investigation records are retained securely.

Retaliation against any employee or third party who reports a concern in good faith is strictly prohibited.

## Governance and Approval

This statement has been approved by the Governance Committee and applies to all operations under Hiperdist Limited. It is reviewed regularly to ensure ongoing compliance with internationally recognized human rights.