SMITH'S (GLOUCESTER) LIMITED The "Employer"

ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

I. Purpose

Smith's (Gloucester) Limited, we have a strong and unwavering commitment to prohibiting human trafficking and slavery by any of its' business entities, employees, and other parties associated with Smiths. In compliance with the law, and to enforce Smiths commitment to prohibiting these practices, this Anti-Slavery and Human Trafficking Statement serves to ensure a work environment that is free from human trafficking, forced labour and unlawful child labour (Slavery and Human Trafficking).

Smiths strongly believe that it is responsible for promoting ethical and lawful employment practices amongst our Divisions. Training about slavery and human trafficking is available to our employees. These practices are also required to be followed by our suppliers, subcontractors or business partners worldwide (collectively "Suppliers"). Smiths strongly opposes any use of slavery or human trafficking in the distribution of our services, or our client's products, and fully supports the promotion of ethical and lawful business practice within our workplace.

II. Scope

This policy covers all employees of Smiths and all of its subsidiaries or entities controlled by Smiths. In the event that anything in this policy may conflict with local law, local law will control the interpretation and application of this policy statement.

III. Definitions

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: Consists of the employment of children that is economically exploitative, or is likely to be hazardous to or interfere with, the child's education, or to be harmful to the child's health, or physical, mental,

spiritual, moral, or social development.

IV. Rationale

Smiths will not tolerate or condone the use of unlawful child labour or forced labour in the supply of goods and services it sells, and will not accept goods or services from suppliers that utilize child labour in any manner in any part of our organization. Human trafficking and slavery are intolerable crimes. These crimes exist in countries throughout the world. This statement shall define Smiths efforts and commitment to eradicate human trafficking and slavery from not only our organisation but also from our own supply chains.

V. Requirements

Smiths' suppliers are an important part of our success and our culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as Smiths

Smiths and its suppliers:

- Will not use forced or compulsory labour, i.e. any work or service that a worker performs involuntarily, under threat of penalty.
- Will ensure that the overall terms of employment are voluntary.
- Will not hold passports of migrant workers.
- Will not pay fees to agents other than reputable temp worker agencies where there is an opportunity for workers to engage in temporary to permanent employment.
- Will comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements.
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay agreements.
- Will abide by applicable law concerning the maximum hours of labour such as the provisions of Working time Directive(s) or other applicable laws.
- Will keep records of, and be entirely transparent in complying with the above.

VI. Consequences

Suppliers of Smiths who engage in human trafficking and slavery will have their supply agreements terminated. Suppliers must be able to demonstrate compliance with this policy at the request and satisfactions of Smiths. If a supplier to Smiths is found to be in violation of this policy statement, Smiths will take prompt, remedial measures to address the violation including but not

limited to termination of the business relationship and involvement of legal authority(s).

Signature:  ***Position: Managing Director*** ***Dated: 4th January 2023***