



Modern Slavery Policy Statement

This statement covers our 2022 financial period & is made on behalf of the **United Kingdom based subsidiary of IVC Group**. This is pursuant to Section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps IVC Group has taken to ensure that Slavery and Human Trafficking (as defined in the Act) is not taking place in any part of our business or supply chains.

We strive to make continuous improvements to not only understanding of risk but also to our actions to prevent the infiltration of modern slavery into our business.

Statement.

Modern slavery is 'a hidden crime & has no place in our business or supply chains, IVC Group take a zero-tolerance approach to it. We are strongly committed to playing our part in eradicating modern slavery and recognise the importance of transparency in driving collaborative action and the potential impact of the act on reducing risks and incidence of slavery.

IVC Group conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals.

This includes:

- Assessing risks in the provision of services.
- Auditing suppliers, their health and safety standards, labour relations and employee contracts.
- Requiring improvements to substandard employment practices.
- Sanctioning suppliers that fail to improve their performance in line with our requirements.

We require all suppliers to demonstrate that:

- They don't use any form of forced, compulsory or slave or child labour.
- Their employees work voluntarily.
- They provide each employee with an employment contract that contains a reasonable mutual standards.
- They don't withhold employee salaries for any reason.
- They don't require employees to surrender their passports or work permits as a condition of employment.

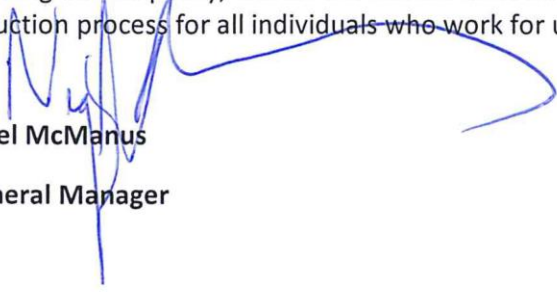
Policies

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

- Whistleblowing - we encourage all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.

- Our **Supplier Code of Conduct** specifies our approach to ensuring our supply chain also adheres to the standards we expect, and all third-party manufacturing sites are subject to surveillance audits and binding trading agreements.

Training on this policy, and on the risk our business faces from modern slavery in its supply chains forms part of the induction process for all individuals who work for us.

A handwritten signature in blue ink, appearing to read 'Nigel McManus', with a long, sweeping horizontal stroke extending to the right.

Nigel McManus

General Manager