



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

1. Introduction and Commitment

Astaris Limited is fully committed to the principles of the Modern Slavery Act 2015 and the global eradication of modern slavery and human trafficking. As an equal-opportunities employer, we foster a non-discriminatory, transparent, and respectful working environment across all operations. We maintain a zero-tolerance approach to any form of exploitation, coercion, or human rights abuses.

2. Internal Policies and Employee Safeguards

Our recruitment, onboarding, and people management processes strictly verify that all prospective personnel are legally entitled to work within the United Kingdom. We actively safeguard employees against workplace abuse, coercion, or unfair treatment.

To uphold these standards, the following core policies are integrated into our operations and remain accessible to all personnel via the Astaris Employee Handbook:

- **Corporate Code of Conduct**
- **Whistleblowing Policy**
- **Anti-Bullying and Harassment Policy**
- **Equality, Diversity, and Inclusion Policy**
- **Recruitment and Selection Policy**

3. Supply Chain Profile and Standards

Astaris operates a consolidated supply chain, procuring goods and services primarily from a restricted network of established UK-based suppliers. We demand the same high ethical standards from our partners that we expect from ourselves. Our Corporate Code of Conduct enforces our commitment to acting with absolute integrity and transparency in all commercial relationships.

4. Risk Mitigation and Due Diligence

As part of our ongoing commitment to identify and mitigate operational risk, we conduct structural assessments of our active vendors, evaluating their geographic locations and industry sectors.

We maintain robust corporate mechanisms designed to:

- Identify and Assess: Pinpoint potential vulnerability areas within our supply networks.
- Mitigate and Prevent: Eliminate the risk of modern slavery and human trafficking occurring in any tier of our supply chain.
- Monitor and Review: Conduct periodic oversight of high-risk supply categories.
- Protect Whistleblowers: Ensure absolute confidentiality and protection for any individual reporting ethical concerns.

5. Third-Party Governance and Adherence

We maintain zero tolerance for modern slavery. To ensure alignment across our entire network, all vendors, contractors, and commercial partners are contractually required to adhere to our Code of Conduct. This includes an explicit, legally binding commitment prohibiting the use of forced labour, slave labour, or participation in human trafficking.

6. Corporate Approval and Sign-Off

This statement constitutes the official Modern Slavery and Human Trafficking Statement of Astaris Limited for the current financial year. It has been formally reviewed, approved, and authorised by the Board of Directors.

MORE INFORMATION

APPROVED BY: Sacha Spencer-Phillips

TITLE: Commercial Director

APPROVAL DATE: 1st November 2025