

Ref No: POL/10  
Issue No: 1  
Date: 01/12/15



## **ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY**

Vextrix is committed to ensuring that its employees or its suppliers do not use slave labour or engage in human trafficking. Pursuant to this Anti-Slavery and Anti-Human Trafficking Policy (the "Policy"), Vextrix specifically prohibits its suppliers from using forced labour of any kind.

Vextrix considers ethical business conduct as critical to our business and our expectation of compliance with applicable laws.

Vextrix monitors its supply chain for compliance with this Policy by engaging in twice yearly business reviews.


Vextrix generally does not engage third parties (a) to verify product supply chains to evaluate and address risks of human trafficking or slave labour laws or (b) audit suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. However, Vextrix promptly and thoroughly investigates any claims or indications that a supplier is engaging in human trafficking or slave labour, or is otherwise not complying with this Policy. Any such claim made through our whistleblower process would be reported to appropriate Vextrix personnel or others as appropriate (e.g., the Board of Directors), along with the resolution of the claim and/or the findings of the investigation.

Vextrix does not require certification from direct suppliers that materials incorporated into the product comply with laws regarding slavery or human trafficking of the country or countries in which they are doing business.

Vextrix maintains internal accountability standards and procedures for employees failing to meet company standards regarding slavery and human trafficking.

All Vextrix staff receive training on this Policy, although specific training on eradicating slave labour or human trafficking is not generally provided.

Vextrix will not continue to purchase goods or services from any supplier that is found to be engaging in human trafficking or using slave labour.

Signed   
Date 1.12.2021  
Title ***Managing Director***