

## Modern slavery and Human Trafficking Policy Statement

### 1. Purpose

ZedAxis Engineering Solutions is committed to eliminating all forms of modern slavery and human trafficking within its business operations and supply chains. We recognize our responsibility under the Modern Slavery Act 2015 and strive to uphold ethical labor practices across all aspects of our operations, including suppliers, subcontractors, and business partners.

We are dedicated to ensuring transparency within our organization and with suppliers of goods and services. These entities collectively form the supply chain, and we are committed to holding them to the highest ethical standards.

### 2. Supplier Approval Process

As part of our due diligence in preventing modern slavery and human trafficking, our supplier approval process includes:

- Conducting reviews of supplier controls and ethical labor practices.
- Regularly reminding and engaging with staff about modern slavery risks during periodic reviews.
- Escalating concerns immediately—any indication of trafficking or forced labor will be reported to the authorities.
- Installing reminders in shared workspaces on how to report concerns regarding modern slavery.
- Ensuring that all wages are directly paid to employees' personal bank accounts.

Imported goods and services from regions outside the UK and EU are at a higher risk of modern slavery and human trafficking issues. As such, we will continuously monitor management controls for these sources.

## 3. Zero Tolerance Policy

ZedAxis Engineering Solutions strictly prohibits engaging with any entity involved in slavery or human trafficking. Any violations of this policy will lead to immediate termination of contracts and potential legal action.

## 4. Responsibility and Implementation

Our Directors and Senior Management are responsible for implementing this policy, ensuring its effectiveness, and providing adequate resources, training, and interventions where necessary. We remain committed to continuously improving our approach to eradicating modern slavery from our business and supply chains.

This policy will be reviewed and updated regularly as required.

A handwritten signature in blue ink, appearing to read 'Yash Garg'.

Yash Garg  
Managing Director