

Anti-slavery and human trafficking

Policy Statement

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Ohme Group Holdings Limited and its subsidiary companies (together "**Ohme**") strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have, and will continue to be, committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Commitments

Modern Slavery and Human Trafficking

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms such slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking, whether for labour or sexual exploitation. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. All of these have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Commitments

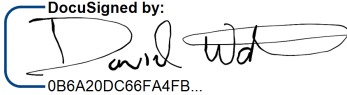
We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our minimum standards required to combat modern slavery and trafficking.
- Consistent with our risk-based approach we may require:
 - employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct;
 - suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to our minimum standards.
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct. As part of our ongoing due diligence, we expect to inspect the premises of our principal supplier (based in China) twice a year.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

Responsibility for this Policy

The Directors have overall responsibility for ensuring that this policy complies with our legal and ethical obligations and that all those under our control comply with it. Management at all levels are responsible for ensuring that those reporting to them understand and comply with this policy.

Workers must report any activity that might lead to, or suggest, a breach of this policy. Such suspicion may be reported to HR, Legal, your line manager or a director.

DocuSigned by:


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Name: David Watson

Position: CEO

Date: 1 March 2024