

Our commitment to the principles of the Modern Slavery Act 2015

SI Group is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunity's employer, we're committed to ensuring a non-discriminatory and respectful working environment for our staff. We provide systems to enable all our employees to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and human capital management processes are designed to ensure that all prospective employees are legally entitled to work in the relevant country and to safeguard employees from any abuse or coercion.

We do not enter business with any organization globally which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

SI Group requires prospective suppliers to complete a due diligence process during which we:

- (1) gather information from the supplier
- (2) review the supplier's background and historical information
- (3) conduct a risk-based assessment of certain suppliers operating in international locations.

We acknowledge that different territories and different activities give rise to different levels of potential risk from a modern slavery and human trafficking perspective. As such, SI Group analysis of suppliers and transactions is assessed on a risk-adjusted basis. Suppliers and/or the territories in which they operate that pose potentially higher risks of human trafficking and/or slavery may be subject to more detailed risk assessments and additional oversight including physical inspections, if necessary, to help ensure compliance with our policies and procedures and applicable law.

If a supplier violates our policies, contract provisions, or applicable legal requirements, we pursue appropriate corrective action to remedy the situation. In the case of an actual or possible violation of law or regulation, we may be legally required to make a report to proper authorities. We also reserve the right to terminate our relationship for misconduct or to take any other appropriate action with any supplier under the terms of our contract.

In 2020, we did not learn of any information or facts that provided indications of modern slavery or human trafficking in the company's supply chain.

Our Company policies are available to all employees through the SI Group intranet and we will continue to raise awareness in SI Group and our supply chain through:

- Providing awareness to employees on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Making sure SI Group procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Ensuring staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

This statement has been approved on 3 January 2024. This statement will be reviewed and updated every year.

Signed



Name and Job title: Sidney C. Watts, Director, SI Group – UK Ltd. and Deputy General Counsel

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