



MODERN SLAVERY POLICY

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EXOVA GROUP PLC AND SUBSIDIARIES (EXOVA)

1. POLICY

- 1.1 Slavery and human trafficking (**Modern Slavery**) are crimes and a violation of human rights. Modern Slavery involves the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- 1.2 Exova has a zero-tolerance approach to Modern Slavery. Any instance of Modern Slavery in Exova's business or supply chain is a breach of Exova's core values and of this Policy.
- 1.3 The following key principles apply to Exova's business and supply chain:
 - 1.3.1 Child labour must not be used.
 - 1.3.2 Any form of forced or compulsory labour must not be used. Workers must be free to leave employment or work after reasonable notice.
 - 1.3.3 Passports, visas and other personal documentation should not be taken from employees unless requested to be held by the employee for safekeeping purposes (and, if held for safekeeping purposes, they should be returned to the employee on request).
 - 1.3.4 All forms of debt bondage are prohibited. Workers should not be subject to contracts that tie them into repaying a loan (other than small loans to cover items such as transport costs), excessive accommodation expenses or other costs that they have no or little opportunity to repay.
 - 1.3.5 Compensation and benefits must comply with local laws relating to minimum wages, overtime hours and other benefits.
 - 1.3.6 The formation of trade unions and powers of collective bargaining should be respected.
- 1.4 As required by the Modern Slavery Act 2015, Exova will publish on an annual basis a Modern Slavery transparency statement which will set out our approach to prevent Modern Slavery within Exova's business and supply chain.

2. PROCEDURES

- 2.1 Exova is committed to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in its business or in its supply chain. Such controls vary by division, but may include: Modern Slavery policies and procedures; training; risk assessments; supply chain due diligence; whistleblowing policies; and contractual controls.
- 2.2 Exova's subcontractors, consultants and suppliers are expected to maintain effective systems and controls to ensure Modern Slavery is not connected to their supplies and services to Exova.

3. REPORTING CONCERNS

- 3.1 Employees, subcontractors, consultants and suppliers should report the existence of, or suspicions of, Modern Slavery existing in or being connected to Exova's business or supply chain.
- 3.2 Reports or suspicions may be reported to an Exova line manager, or to a regular contact at Exova.