

Z-POL-COP-GRP-002-001-001

MODERN SLAVERY and HUMAN TRAFFICKING POLICY

Optilan is committed to conducting its business in an open, honest, and ethical manner and, as such, has a zero-tolerance approach to all forms of modern slavery and human trafficking and is committed to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in our own business or in our supply chain.

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act 2015. We expect the same standard from our suppliers and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory, or trafficked labour, or anybody held in slavery or servitude, whether adults or children. Furthermore, we expect our own suppliers to hold their own suppliers to this same standard.

The prevention, detection and reporting of modern slavery in any part of our business is a responsibility shared by all employees in the Company, and those working under our control.

To enforce this Policy, Optilan commits to do the following:

- Review each supplier against their own modern slavery statement or, if they do not have one, require that they agree to abide by Optilan's.
- Carry out rigorous checks to ensure that all employees have the right to work in the United Kingdom and conduct periodic audits to ensure that this policy is complied with.
- Implement an effective Whistleblowing Policy to ensure that staff are not discouraged from raising any concerns.
- Have an effective procedure for the reporting/logging of potential breaches of this Policy (and by extension, the Modern Slavery Act 2015) and ensure that any potential breaches are logged and actioned, with the outcome recorded. All staff and contractors are to be made aware of this procedure and how they can implement it.
- As part of the above, modern slavery is included within our induction/onboarding process for new staff, ensuring that employees are made aware of what Modern Slavery is, how to detect it, their responsibilities under this Policy, the responsibilities of the Company, and how to effectively report any potential contraventions.
- Regular review of this Policy to reflect changes to legislation and industry best practice.

This Policy statement is applicable to all employees of Optilan, at all levels, and to all Optilan representatives, brokers, joint ventures, affiliates, contractors, agents, intermediaries, suppliers and consultants.

This Policy applies to all of the persons identified above, in relation to their activities undertaken for and on behalf of Optilan anywhere in the World.



Jason Keith
Group Chief Executive | Optilan
(On behalf of the Optilan Board)

Date: 7th July 2022