

## HUMAN TRAFFICKING POLICY

At Phlexglobal, we are committed to supporting human rights. We take seriously our responsibilities under Modern Slavery and Human Trafficking legislation. We have a zero-tolerance approach to slavery and human trafficking and are dedicated to understanding the risks so that we can work towards ensuring there is no modern slavery in our business or supply chains.

We encourage our employees to report any ethical concerns and our Whistle-Blowing Policy is intended to make this simple for all employees who have concerns. We aim to ensure that appropriate protections are in place for any employee who raises a concern without fear of retaliation.

We understand the importance of focusing on having a culture of engaging in all activities with respect and fair treatment of others.

We would expect that any incident of human trafficking or modern slavery would be a breach of our company policies, contractual terms and/or laws.

We continue to focus on the assessment of our supply chain and high risk areas as well as on ensuring that we do not have any modern slavery in our own business. At Phlexglobal, we firmly believe in being a responsible business and continuing to develop our approach to combating modern slavery and human trafficking forms a key part of this.



John McNeill  
Chief Executive Officer