



## Oppvia Modern Day Slavery Policy Statement:

Oppvia recognizes that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff, from the company's directors through to Senior Management and to recruiters and deployment teams, to the risks, however small, in our business and the wider supply chain. Staff are expected and encouraged to report concerns to management, where management is expected to act upon them.

We are committed to ensuring that there is no modern-day slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place.

Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to company activities.

The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways. The Company will ensure that stringent vetting and investigation of our supply chain, including contractors, subcontractors, policies, contracts, etc., are all within appropriate bounds. The Company will continually audit and review our practices to check that all employees are paid at least the minimum wage and have the right to work. We will continue to encourage the reporting of concerns and the protection of whistleblowers. The Company will not knowingly support or deal with any business involved in slavery or human trafficking. The Company has Zero Tolerance for slavery and human trafficking. We expect all in our supply chain and our contractors to comply with our values.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. The Company checks for the completion of internal and external audits, use of labor monitoring and payroll systems, and adequate levels of communication and personal contact with the next link in the supply chain and their understanding of and compliance with our expectations.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 (UK) and constitutes our group's slavery and human trafficking statement