

## Modern Slavery and Human Trafficking Statement

May 2025

### Policy Statement

OpTek Systems is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility under the *Modern Slavery Act 2015*, which requires businesses to disclose the steps taken to ensure that slavery and human trafficking are not occurring in their operations or supply chains. Our statement reflects our continued dedication to ethical business conduct and human rights.

### Our Commitment

We are committed to:

- Upholding human rights within our operations and across our supply chains.
- Implementing and maintaining effective systems and controls to prevent any form of modern slavery or human trafficking.

### Employment Practices

We continue to:

- Maintain robust recruitment and vetting processes, including verifying identity and eligibility to work.
- Pay all employees directly into personal bank accounts to prevent exploitation.
- Communicate directly with candidates regarding employment terms to eliminate the use of third-party intermediaries who may charge fees or coerce workers.

### Supply Chain Diligence

- All new suppliers undergo a rigorous pre-qualification process that includes:
  - Evaluation of their practices on modern slavery, human rights, ethical trading, and environmental impact.
  - Completion of a supplier sustainability questionnaire addressing safety, quality, and slavery risks.
- We review and assess suppliers on a risk basis, and where risks are identified, work to develop improvement plans.
- We expect suppliers to adhere to the same standards, and reserve the right to terminate relationships where non-compliance is identified.

### Training & Awareness

- We are committed to continuously improve our internal training programs to raise awareness about modern slavery among staff, especially those in procurement and HR.
- Employees are encouraged to report any concerns or unethical behaviour via our confidential reporting channels.

### Governance and Responsibility

- Our senior leadership, ensures compliance is a central part of corporate governance.
- Ethical culture is reinforced from the top and reviewed through management meetings, audits, and site visits.

### Continuous Improvement

- We will review and update our modern slavery strategy annually to reflect best practices, regulatory updates, and feedback from internal and external stakeholders.

Bruce Vallentine, Managing Director

OpTek Systems

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