

Statement on Modern Slavery and Human Trafficking



INDEPENDENT CONTROL SYSTEMS LTD are committed to upholding the highest ethical standards in our business practices. This includes a zero-tolerance policy for modern slavery and human trafficking. We are dedicated to taking all reasonable steps to ensure that these crimes are not taking place within our company or our supply chains.

The UK Modern Slavery Act 2015 is a world-leading piece of legislation that compels certain organizations to be transparent about their efforts to prevent modern slavery and human trafficking in their operations and supply chains.

Our Compliance

This statement fulfils our obligations under Section 54 of the Modern Slavery Act 2015. We are committed to upholding the Act's principles and working towards eradicating modern slavery from our business.

The Act and Our Measures

Here's how we address modern slavery and human trafficking risks:

- **Structure and Supply Chains:** We outline our organizational structure and provide a clear picture of our supply chains, highlighting high-risk areas.
- **Policies:** We explain our company policies that strictly prohibit slavery and human trafficking. These policies are readily available to all employees and relevant stakeholders.
- **Due Diligence:** We detail the due diligence processes we undertake with our suppliers to assess their practices and identify potential risks.
- **Risk Assessment and Management:** We describe how we identify and manage modern slavery risks within our own business and throughout our supply chains. This includes risk mitigation strategies we have implemented.
- **Best Practice:** We discuss best practices we follow to further prevent modern slavery, referencing relevant resources or collaborations.

Transparency and Improvement

This statement demonstrates our commitment to transparency. We will publish annual updates outlining the progress we've made and any new actions taken to combat modern slavery.

We acknowledge that achieving a slavery-free supply chain is an ongoing process. We are dedicated to continuous improvement and welcome feedback on how we can strengthen our efforts.

Signed:

Nick Darrall - Managing Director
INDEPENDENT CONTROL SYSTEMS LIMITED
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