

Vyta Human Rights Policy

Vyta Secure Ltd (Vyta) is committed to meeting our responsibility to respect human rights as defined by the United Nation's International Bill of Rights and the ILO's Declaration on the Fundamental Principles and Rights at Work.

This commitment extends to our employees, our suppliers, our stakeholders and the communities in which Vyta and our suppliers operate. We conduct our business in an ethical and socially responsible manner, integrating sustainability considerations into decision-making at all levels of the company.

Along with our suppliers and stakeholders, we take personal and collective responsibility to:

- ✓ operate according to all laws and regulations in the countries in which we work;
- ✓ operate to the highest standards of health and safety and business ethics, as well as all relevant laws and regulations, as detailed in our Code of Conduct & Business Ethics Policy;
- ✓ create a working environment that is equitable, diverse and inclusive, and supports safety and wellbeing;
- ✓ ensure that our operations avoid or minimises negative social and environmental impact;
- ✓ actively assess risk and monitor operations to ensure that Modern Slavery, in all forms, is absent from our organisation and supply chain;
- ✓ respect the right of privacy for our people, our clients and our suppliers, and manage personal data in line with GDPR and related applicable laws;
- ✓ always speak up if we suspect any potential breach of these human rights;
- ✓ only work with suppliers and stakeholders whose commitment to ethical business conduct mirrors our own.

We encourage our employees and suppliers, to speak about any concerns. We will not tolerate retaliation or reprisal against any workers, suppliers, or others for having reported suspected violations of this Policy.

If a Vyta employee, supplier or stakeholder has reason to believe that a legal or ethical Human Rights violation has occurred, it is their duty to report it to their line manager, company contact or Vyta's People department (peopledepartment@vyta.com). Our policies forbid any form of retaliation against you for fulfilling this obligation.

This Human Rights Policy is approved by Vyta's Board of Directors. Responsibility to implement the policy sits with the Executive Leadership Team, and guidance for continued policy review and development is the responsibility of the ESG Committee.