

Modern Slavery Policy

Vyta Secure Ltd (Vyta) has a zero-tolerance approach to modern slavery within both our Company and our supply chain, in line with our commitment to United Nations Sustainability Goal 8 - Decent Work and Economic Growth.

We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

Our Code of Conduct & Business Ethics Policy strictly prohibits the use of modern slavery, human trafficking, child labour and forced labour. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy. The policy also includes reporting requirements. Employees must notify a member of the Executive team as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur, in the future in our business or supply chains. If there are concerns about the treatment of workers more generally, or their working conditions within any tier of our supply chain, this should be raised with a line manager or the QESS Manager.

Purpose of this Policy

Our strong company reputation is invaluable; we are all responsible for its protection and enhancement. Our employees must comply with the highest standards of the IT asset disposition industry, uphold the law and act in an ethical manner. Vyta and our suppliers will strive to maintain these standards of business and personal ethics.

Actions Taken to Prevent Modern Slavery

Training on this policy, and on the risk our business faces from modern slavery in our supply chain, forms part of the induction process for all Vyta employees. Additional training, appropriate to an employee's roles and responsibilities, is ongoing.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith.

Our supplier selection process does not permit the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We require our suppliers to hold their own suppliers to the same high standards.

Geography and industry will both be considered when assessing the risk in our supply chain. We will utilise external sources such as the Global Slavery Index, the International Labour Organization Composite Score, and the Global Rights Index, as well as guidance from NGOs, governments, and media coverage, for guidance.

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains. To mitigate this risk and underpin our compliance with practical steps, we work to the following measures:

- ✔ We engage with our suppliers both to convey to them our Anti-Slavery and Human Trafficking Policy and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their own businesses and their supply chain.
- ✔ Our due diligence by process includes the use of supplier pre-screening and self-reporting on safeguarding controls. We will continue to enhance this screening and reporting according to best practice and changes within our industry.
- ✔ We will introduce provisions for our suppliers to confirm their adherence to this policy and accept our right to audit their activities and (where practicable) relationships, both routinely and at times of reasonable suspicion.
- ✔ As a business, we will alert the proper authorities in instances where we believe a credible instance of Modern Slavery has taken place within our supply chain.