



ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Introduction

Modern slavery is a crime and a deplorable violation of human rights in all its forms, such as slavery, servitude, forced and compulsory labour and human trafficking. Skillcast has a zero-tolerance toward modern slavery and is committed to acting ethically and with integrity in our business to ensure modern slavery is not taking place anywhere in our own business or in our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners in our supply chain.

This Anti-Slavery and Human Trafficking Policy applies to all Directors and Employees of the Group and all persons working in our supply chain, including agents, contractors, and external consultants.

Any employee who breaches this Anti-Slavery and Human Trafficking Policy will face disciplinary action, resulting in dismissal for gross misconduct. Any non-employee who breaches this Anti-Slavery and Human Trafficking may have their contract terminated immediately.

Prevention of modern slavery

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all Directors and Employees.

Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees must notify a Director as soon as possible if they believe or suspect any case of modern slavery in the operations of Skillcast or any of our suppliers or contractors. Such reports will be covered by our Whistleblowing Policy.

If an employee is unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, they are required to raise it with a Director.