

Modern Slavery and Human Trafficking Policy

Flui Technologies Senior Leadership Team fully supports and endorses the establishment of and adherence to all company policies. As Operations Director of this Business Unit, it is my responsibility to ensure the safety, security, resilience and continuity of Flui Technologies operations.

I ask all employees to familiarise themselves with this policy, actively participate in its implementation and be a part of our commitment to excellence – Grant Cockburn, Operations Director, Flui Technologies.

Policy Aims:

Flui Technologies is committed to the highest standards of ethical conduct and integrity in all our business activities. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with transparency in all our business dealings and relationships. We aim to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This policy outlines Flui Technologies' responsibilities and the steps we take to prevent modern slavery and human trafficking in our operations and supply chains. It supports our compliance with the UK Modern Slavery Act 2015 and other relevant legislation globally.

Definitions:

Modern Slavery: Encompasses slavery, servitude, forced or compulsory labor and human trafficking.

Human Trafficking: The recruitment, transportation, transfer, harboring, or receipt of persons by improper means (such as force, abduction, fraud or coercion) for an improper purpose including forced labor or sexual exploitation.

Commitment:

- Flui Technologies will conduct regular risk assessments, both internally and via our Supplier Risk Assessment management to identify high-risk areas in our operations and supply chains, evaluate the nature and extent of our exposure to the risk of

modern slavery and implement mitigation strategies, including supplier audits and corrective action plans.

- Flui Technologies will provide training to all new employees on the identification and management of modern slavery risks and assess suppliers and partners where appropriate. Flui Technologies encourages all employees, suppliers and stakeholders to report concerns.

Responsibility:

- Flui Technologies senior management team are responsible for the administration and compliance of this Policy.
- The Policy is subject to approval by the Senior Leadership Team.
- Heads of department and Line Managers are responsible for ensuring that staff in their areas are aware of and have access to appropriate guidance to enable them to comply with the Policy Statement and any associated procedural guidelines.

Compliance:

- Compliance will be monitored via regular internal audits, supplier audits and site visits where appropriate.
- Compliance will also be monitored via regular reviews, at least annually, of our modern slavery risk profile.
- All managers shall implement the Policy within their business departments and ensure that every staff member adheres to the Policy and any associated procedures.

The Modern Slavery and Trafficking Policy is reviewed once every six months.

Signature: *Jayne Gough*
Compliance and Risk Manager

Signature: *S Rhodes*
Head: Risk and Knowledgebase

Date: 04/08/2026

Flui Technologies reserves the right to audit and enforce employee compliance with this policy. Any disciplinary action arising from breach of this policy should be taken in accordance with the Organisation's disciplinary policy.

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