

## 1. Purpose

The purpose of this document is to define the role that Unily's Executive Leadership Team (ELT) takes in identifying and preventing modern slavery and human trafficking in our operations and supply chain in accordance to the Modern Slavery Act 2015.

## 2. Scope

This policy applies to all employees and contractors of Unily. It also applies to suppliers, service providers, agents, distributors and other business partners globally.

## 3. Responsibilities

- The Executive Leadership Team (ELT) is responsible for setting and approving the modern slavery policy.
- The CFO is responsible for ensuring that roles, responsibilities, and authorities are appropriately assigned, maintained, and updated, as necessary.
- All employees have a responsibility to be alert to the risks of modern slavery and report any concerns or suspicions to line managers or via the whistleblower procedure.

## 4. Modern Slavery Policy Statement

Unily has a zero-tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking in our operations and supply chain. We are committed to acting ethically, with integrity and transparency in all areas of our business. Unily operates in compliance with all relevant legislation.

### We are committed to:

- Conducting risk assessments to identify areas of high modern slavery risk in our operations and supply chain.
- Verify, evaluate and engage with suppliers to address modern slavery risks.
- Include modern slavery prohibitions in supplier contracts with rights to audit compliance.
- Provide training to staff on modern slavery risks and how to report suspicions.
- Protect whistleblowers who report modern slavery concerns.

### To meet our commitments we will:

- Develop a sustainable and transparent supply chain by mapping tier 1 and 2 suppliers.
- Audit suppliers in high-risk areas through supplier questionnaires and site visits.
- Require suppliers to cascade modern slavery requirements to their own suppliers.
- Provide training to employees on how to identify modern slavery risks during procurement.
- Report publicly on our progress and performance.
- Appoint an individual to oversee the implementation of the policy and monitoring measurements.

This modern slavery policy represents our general position on these issues and the policies and practices we will apply in conducting our business.

Unily aims to provide satisfaction to all customers, stakeholders and interested parties whenever possible, meeting, and exceeding expectations.

# MODERN SLAVERY POLICY

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Unily ensures the details of this policy are known to all internal and external interested parties, where appropriate and will determine the need for communication and by what methods relevant to the management system. These include but are not limited to customers and clients and their requirements as documented in contracts and specifications.

Unily complies with all legal requirements, codes of practice and all other requirements applicable to their activities.

Unily will maintain a management system that will achieve the company's objectives and seek continual improvement in the effectiveness and performance of the management system based on "risk".

Unily has set its objectives, programs and targets using the SMART (Specific, Measurable, Achievable, Realistic and Timed) principles. Objectives are planned and documented; inclusive of how each is to be achieved and the actions required. Subsequently, the objectives are regularly monitored and reviewed.

To ensure the company maintains its awareness for continuous improvement, the management system is regularly reviewed by the Senior Management Team to ensure it remains appropriate and suitable for the business.

## Document Owner and Approval

The CFO is the owner of this document and is responsible for ensuring that this policy document is reviewed in line with the review requirements stated above.

A current version of this document is available to all members of staff on the intranet and is published on the Unily.com website.

This policy was approved by the CFO and is issued on 12/09/2023.

Signature:  Chris Jackman Date: 12/09/2023

## Change History Record

<u>Issue</u>	<u>Description of Change</u>	<u>Approval</u>	<u>Date of Issue</u>

