Anti-Slavery & Anti-Human Trafficking Policy

This document and the information contained herein are the property of Evikom Ltd and MUST NOT be reproduced or otherwise disclosed without prior consent in writing. The electronic PDF version of this document (held on the IMS) is the master and deemed to be current. All printed and shared copies are uncontrolled.

Release Date:	28.5.2026	Approved By:	Adrian Spalatu
Review Due:	27.5.2027	Signature:	
Reference Standards:	ISO 9001:2015 - Quality Management System		

Policy Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Evikom is continuing to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Evikom has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Evikom is committed to ensuring that neither its employees or contractors or its suppliers use slave labour or engage in human trafficking. Pursuant to this Anti-Slavery and Anti-Human Trafficking Policy (the "Policy"), Evikom specifically prohibits its suppliers from using forced labour of any kind.

The following activities are considered to be at risk of modern slavery within Evikom, and the list will be reviewed and updated from time to time:

- Use of staff by subcontractors or suppliers to Evikom, where the suppliers' processes are not compliant.
- Employment of sub-consultants, suppliers and sub-contractors by Evikom, where their work practices may be non-compliant.

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Equal Opportunities**: We are fully committed to ensuring that equal opportunities exist within Evikom. All terms and conditions of service apply on a fair and consistent basis to every member of staff.

- **Recruitment**: We operate a robust recruitment process, including conducting checks on work eligibility for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Code of Conduct**: This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
- **Corporate Social Responsibility**: Evikom advocates corporate responsibility in every facet of our business on a daily basis.

Our Subcontractors & Suppliers

Evikom operates a supplier management process and maintains an Approved Supplier list. To ensure all those in our supply chain and subcontractors comply with our values we conduct due diligence on all subcontractors and suppliers before allowing them to become a preferred supplier.

Our Anti-Slavery and Anti-Human Trafficking policy forms part of our contract with all subcontractors / suppliers and they are required to confirm that no part of their business operations contradicts this policy. We are committed to tackling modern slavery and human trafficking and want to work with suppliers who share our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our organisation and our supply chain, we intend to roll out a training program to our staff. All staff will be encouraged to attend training to better understand the risks.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This Policy shall be reviewed at least annually and shall be read in conjunction with the Corporate IMS Manual[1].

Related Documents

The documents below relate to this policy and its requirements.

Reference	Title / Description	Document Location
1	PROCED30 IMS Manual	Company Drive

Anti-Slavery & Anti-Human Trafficking Policy

Version Control

Policy documents shall be reviewed by the author every 12 months.

Version	Release Date	Details of Change(s)	Author	Reviewed By
1.0	28.5.2026	Review and approval for issue	Adele Morrough	Adrian Spalatu
0.1	25.5.2026	Initial draft	Adele Morrough	Evikom