

Anti Slavery policy

Modern Slavery

In accordance with the Modern Slavery Act 2015, we have published a statement in regards to addressing the risks of slavery and human trafficking in our organisation, including transparency in our supply chain. We have a zero tolerance to slavery and human trafficking, and expect all those in our supply chain to comply with our values, and to demonstrate the highest standard of business conduct. As part of our supplier evaluation process, all suppliers are required to comply with UK legislation and regulations, including the Modern Slavery Act 2015. We take a risk approach and identify those commodities where the supply chains are more at risk than others, audit our supply chain partners to ensure compliance with our policies and procedures and to confirm that they are operating with high ethical business standards. As part of our tender process we ask potential suppliers to provide detailed responses relating to labour standards in their own organisation, and that of their supply chain, and to provide a chain of custody for materials and products. As a Partner in the Supply Chain Sustainability School, we also work with the School and other Partners in developing a consistent approach to the Modern Slavery Act across the FM industry. We encourage all our supply chain partners to become active members of the School.

Employment, Ethics and Payment

All our suppliers must respect the people they employ and to offer a safe workplace free from harm, intimidation, harassment or fear. The Ethical Trade Initiative Base Code, and the UN Global Compact Principles along with any local employment health and safety legislation, represent the minimum standards expected.

We are committed to promoting equal opportunities to all our employees, customers and suppliers. We treat all people equally, with respect and dignity, including those contracted to supply goods or services. We do not discriminate on the grounds of age, colour, disability,

ethnicity, gender, marital status, sexual orientation, religion, faith or on any other unjustifiable or illegal grounds.

Our suppliers must mirror our ethical approach. We are bound by a value of integrity, and are firmly committed to maintaining the highest standards of ethics, honesty, openness and accountability.

In accordance with the Bribery Act, we will not tolerate corruption, bribery and unfair anti-competitive actions and expect our suppliers to adopt the following principles as a minimum standard:

- They will comply with applicable competition or procurement laws
- They will not, directly or indirectly offer or accept any undue payment or other consideration for the purpose of inducing any person or entity to act contrary to their prescribed duties
- They will record the correct nature of all financial transactions in accordance with accepted accounting principles
- They will have in place IT procedural controls ensuring adequate levels of data protection for our clients, employees and supply chain
- They will carry out ethical audits of where appropriate.

It is our policy that bribery/suspected bribery can be reported via our whistle blowing procedure and shall be dealt with in accordance with our Code of Business Conduct and Ethics. Any suspected acts of bribery can be reported to harrison@sigmabs.co.uk and will be treated in a confidential manner.

Our suppliers will be paid in accordance with contract conditions and we expect all businesses in our supply chain to be treated similarly.

We have demonstrated our commitment to this principle by signing up to the Prompt Payment Code and will publish our performance. We expect our suppliers to commit to the

A handwritten signature in black ink, appearing to be "E. Harrison".

Date 05/01/2026

Page 2 of 2