

ANTI-SLAVERY/HUMAN RIGHTS POLICY

This policy encompasses slavery, forced or bonded labour, indentured labour, underage labour, compulsory labour, and human trafficking — whereby individuals are deprived of their freedom and exploited for commercial or personal gain — as defined in the **Modern Slavery Act 2015**.

TIS (NGA) LTD is committed to combating slavery and human trafficking, and to acting with integrity in all aspects of our operations, relationships, and supply chains. We strive to create a working environment that respects internationally recognised human rights and upholds the highest ethical standards.

We operate a **zero-tolerance policy** towards:

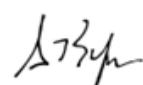
- **Forced or bonded labour**
- **Child and underage labour**
- **Indentured labour**
- **Compulsory or involuntary labour**
- **Convict or prison labour used for commercial gain**

These practices are unlawful, violate fundamental human rights, and have no place in our business or supply chain. We expect the same high standards from all staff, employees, suppliers, subcontractors, agents, and any third parties with whom we do business.

A confidential reporting mechanism is in place to allow concerns or perceived wrongdoing to be raised without fear of retaliation. If any adverse human rights impacts are identified as caused or contributed to by our operations, we are committed to taking prompt and effective remedial action.

At **TIS (NGA) LTD**, we believe that addressing modern slavery and promoting human rights is not only a **legal requirement**, but also a **moral and ethical responsibility**. We are dedicated to fostering a culture in which all individuals are treated with **dignity, fairness, and respect**.

This policy is **reviewed annually by the Board of Directors** to ensure its effectiveness, compliance, and continued relevance in line with evolving legal and ethical standards.



Andrew Byron
Joint Managing Directors

John Wanless

5th January 2026
Planned review January 2027