

EXHEAT seeks to comply with all legislation and regulatory requirements concerning modern slavery and human trafficking. We recognise that identifying potential victims of slavery can be difficult as there is a spectrum of abuse, but we have a responsibility to ensure that workers are not being exploited and that they are safe and free.

We aim to:

- Act ethically and with integrity in all our business relationships;
- Adhere to our core moral value of fairness for all;
- Ensure that the components and raw materials we use are sourced without the use of any forced, compulsory, bonded, unpaid or child labour; and
- Promote the understanding of our commitment regarding modern slavery and human trafficking to all of our employees.

We expect anyone who has or seeks to have a business relationship with us to familiarise themselves with this policy and to act at all times in a way which is consistent with our values. The adherence to these values will be monitored.

Our goal is for every product supplied by EXHEAT to be produced under safe humane conditions and that everyone involved is treated fairly.

A handwritten signature in black ink, appearing to read 'Zek Meadows'.

Zek Meadows
Group Finance Director

July 2019