

MODERN SLAVERY POLICY

Tackling slavery in our business and supply chain



Wavepoint Group Limited — Our commitment to preventing modern slavery and human trafficking

Document owner	Managing Director	Policy reference	WPG-GOV-02
Version	2.0	Status	Approved
Date issued	24 June 2026	Next review	24 June 2027
Approved by	Jason Alexander, Managing Director	Applies to	All staff, suppliers & partners

OUR APPROACH AT A GLANCE



**Zero
Tolerance**



**Supply Chain
Due Diligence**



**Training &
Awareness**



**Safe
Reporting**



**Annual
Review**

1. Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms — including slavery, servitude, forced or compulsory labour and human trafficking — all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal or commercial gain. Wavepoint Group Limited is committed to acting ethically and with integrity in all our business dealings and relationships, and to driving out acts of modern slavery and human trafficking within our business and our supply chains, including sub-contractors and partners.

We have a zero-tolerance approach to modern slavery and are committed to implementing effective systems and controls to ensure it is not taking place anywhere in our own business or in our supply chains.

2. Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, agency workers, contractors, consultants and suppliers. We expect all who work with us, and the businesses in our supply chain, to share and uphold these commitments.

3. Legal Framework

We acknowledge our responsibilities under the Modern Slavery Act 2015 and are committed to ensuring transparency within our own organisation and in our supply chains. While the requirement to

publish an annual slavery and human trafficking statement under section 54 of the Act applies to organisations above a defined turnover threshold, we choose to uphold the principles of the Act as a matter of good practice regardless of whether we are legally required to publish a statement.

4. Due Diligence and Our Supply Chain

- As part of our due diligence, our supplier approval process incorporates a review of the controls undertaken by the supplier.
- We recognise that goods imported from sources outside the UK and the EU may carry a higher risk of slavery or human trafficking, and we apply a greater level of management control to such sources.
- The level of control required for higher-risk sources is continually monitored.
- We will not knowingly support or deal with any business involved in slavery or human trafficking.
- Where appropriate, we seek assurances from suppliers and may take action — up to and including ending a relationship — where concerns are identified.

5. Responsibilities

The Company's directors and senior management take responsibility for implementing this policy statement and its objectives, and for providing adequate resources (including training) and investment to ensure that slavery and human trafficking is not taking place within the organisation or its supply chains. All staff are responsible for ensuring that they understand and comply with this policy and for reporting any concerns.

6. Training and Awareness

We provide information and, where appropriate, training so that staff — particularly those involved in procurement and supply chain management — can identify the signs of modern slavery and human trafficking, understand the risks, and know how to raise concerns. A full copy of this policy and a copy of the Modern Slavery Act 2015 are accessible to all employees electronically and can be obtained from the HR department on request.

7. Reporting Concerns

We encourage everyone to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chains at the earliest possible stage. Concerns can be raised with a manager, a director or through the Company's Whistleblowing Policy. No one will suffer any detriment for raising a genuine concern in good faith, even if it proves to be mistaken.

8. Breaches, Monitoring and Review

- Formal procedures concerning slavery and human trafficking are established, including disciplinary procedures for any breach.
- This policy is communicated to and understood at all levels of the Company.
- The Directors review this policy at least annually to ensure its continuing suitability and relevance, and it is published as appropriate.

Approved and signed on behalf of Wavepoint Group Limited



Signed	Jason Alexander
Position	Managing Director (Employer)
Date	24 June 2026
Review date	24 June 2027

— End of Modern Slavery & Human Trafficking Policy —