

## MODERN SLAVERY POLICY STATEMENT

This policy is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Active Research Ltd has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery is an indefensible violation of an individual's basic human rights. It takes various forms, such as slavery, servitude, forced and 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. Active Research recognises that as a commercial organisation it has a moral and social responsibility to take a zero-tolerance approach to modern slavery in all its forms and to expect the same high standards from our suppliers.

This policy applies to all persons working for us or on our behalf in any capacity, including employees, directors, contractors, suppliers, third-party representatives, and business partners.

Active Research operates a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

As part of Active Research's due diligence procedures the supplier approval process incorporates a review of their slavery and human trafficking controls with particular attention paid to suppliers who are outside the UK and EU, where there is potentially more risk of slavery and human trafficking. Suppliers are required to declare that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

All employees are made aware that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Phil Whitehurst  
Chief Executive Officer  
August 2022