

---

## MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

This statement, made pursuant to Section 54(1) of the Modern Slavery Act 2015, outlines the approach taken by Active Research Ltd. to identify and mitigate potential modern slavery risks within its business and supply chain for the financial year ending 31 December 2024.

Modern slavery is a grave violation of basic human rights, manifesting in various forms such as slavery, servitude, forced and compulsory labour, and human trafficking. These practices involve depriving individuals of their liberty for personal or commercial gain. Active Research Ltd. recognises its moral and social responsibility as a commercial organisation to adopt a zero-tolerance stance towards all forms of modern slavery and to demand the same high standards from our suppliers.

This statement applies to everyone working for or on behalf of Active Research Ltd. in any capacity, including employees, directors, contractors, suppliers, third-party representatives, interns, external consultants, agents, and business and academic partners, regardless of their location.

### **In relation to our supply chains:**

- We expect and require all of our suppliers to comply with local, national, and (where applicable) international laws and regulations.
- We expect all those in our supply chain and contractors to adhere to our values.
- We will not support or engage with any business knowingly involved in modern slavery and human trafficking.
- All suspicions of modern slavery and human trafficking will be reported to the relevant authorities.
- We will consider modern slavery issues when making procurement decisions.
- Our supplier approval process includes a review of their controls against slavery and human trafficking. Suppliers must declare that they provide safe working conditions, treat workers with dignity and respect, and act ethically and legally in their labour practices.

### **In relation to due diligence and risk management:**

- We undertake appropriate pre-employment checks and require our agencies on approved frameworks to do the same.
- We protect staff from poor treatment and/or exploitation and comply with all respective laws and regulations, including fair pay rates and terms of employment.

### **In relation to the training of our staff:**

- Our training for staff includes how to recognize and respond to indicators of human rights abuses.
- All employees are informed and encouraged to raise concerns about the treatment of colleagues or practices within our business or supply chain without fear of retaliation.

Active Research Ltd. reserves the right to terminate its commercial relationships with suppliers, contractors, and other business partners if they breach this statement or are found to be involved in modern slavery.

This statement will be reviewed annually. This statement was approved by the Board of Directors on 3<sup>rd</sup> October 2024.