



# Modern Slavery Act 2015 Declaration

O3e are committed to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to, as far as practical, ensure slavery and human trafficking is not taking place anywhere in the company or our supply chain.

O3e are not involved in modern slavery or human trafficking and have not been subject to any investigation in connection with any offence involving slavery or human trafficking.

O3e have governance and processes in place to ensure compliance with The Act.

O3e have provisions for audits to be conducted at the buyers' discretion and for business consequences, up to and including termination in the event of failure to undertake reasonable steps to find and respond to modern slavery in the supply chain.

Date 1<sup>st</sup> January 2024

Signed

A handwritten signature in purple ink that reads 'Peter Lindsay'.

Name Peter Lindsay

Position Director