



Modern Slavery Policy

1. Introduction

This policy outlines the efforts Micro Systems (UK) has taken and will continue to take to ensure that modern slavery or human trafficking is not occurring within our business or supply chain, which is made in accordance with section 54 of the Modern Slavery Act 2015.

The term "modern slavery" is used to characterise circumstances in which victims are exploited and/or deprived of their freedom by pressure, threats, or deceit. Trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, fraudulent recruiting for labour or services, and child labour are among the eight significant forms of exploitation that constitute modern slavery.

In our activities, Micro Systems (UK) will not accept child labour or forced labour (including human trafficking). In order to prevent any kind of modern slavery from occurring within the company or our supply chain, we are dedicated to conducting all business interactions ethically, with integrity, and in a transparent manner. To that end, we want to put in place efficient mechanisms and controls.

2. Aim

The aim of this policy is to describe Micro Systems (UK)'s commitment to fight modern slavery and human trafficking anywhere it occurs.

3. The supply chains

Micro Systems (UK) only sources its supply from leading businesses with years of experiences and well-known reputation worldwide. Micro Systems (UK) implement a thorough due diligence procedure to make sure that existing and new suppliers have the necessary safeguards in place to prevent any occurrence of modern slavery.

4. The commitment

Micro Systems (UK) has a zero-tolerance policy for modern slavery, human trafficking, and any type of bribery or corruption that is either directly or indirectly related to these illegal activities. Micro Systems (UK) is committed to conducting all of commercial interactions and dealings responsibly and ethically. Micro Systems (UK) also pledge to put in place and enforce procedures and controls that will prevent modern slavery from occurring within the company or any of the supply chains. Micro Systems (UK) fully supports the complete elimination of modern slavery and human trafficking.

The hiring and personnel management procedures at Micro Systems (UK) are designed to protect employees from any abuse or coercion and to make certain that all potential employees have the legal right to work in the UK.

Micro Systems (UK) do not do business with any organisations who knowingly encourage slavery, servitude, or forced or compulsory labour, whether they are based in the UK or elsewhere.

Trainings on modern slavery and human trafficking are included regularly for all existing and new staff, especially for procurement staff.

Before or during the course of a contract, any evidence of a failure to satisfy requirements will be notified to the appropriate authorities, either on [the Modern slavery and exploitation helpline \(www.modernslaveryhelpline.org\)](http://www.modernslaveryhelpline.org) or the police if there is immediate danger.

5. Next steps

Micro Systems (UK) will keep monitoring the results of the efforts of actions against modern slavery and human trafficking, making sure that both new and current initiatives reflect the business's zero-tolerance policy toward modern slavery. Possible next actions include:

- The ongoing discussion of the challenges and effects of contemporary slavery with the existing and new associates;
- The application and continued improvement of the supplier due diligence process, and the practice of holding modern slavery awareness on key projects.