

INVISIO Group Modern Slavery and Human Trafficking Policy

Introduction

INVISIO Group has a zero-tolerance approach to modern slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those high standards on its contractors, suppliers and other business partners.

This policy applies to all individuals working for INVISIO Group, including anyone providing services to INVISIO Group such as consultants, or contractors.

Owing to the nature of our business, the supply chains are primarily design engineering, and electro-mechanical parts and assemblies. In the main these are sourced from low-risk European countries, United States of America and Singapore for the purposes of modern slavery and human trafficking.

Policy Aim

The aim of this policy is to help INVISIO Group act in accordance with the Modern Slavery legislation, maintain the highest possible standards of business practice, and advise individuals of INVISIO Group's 'zero-tolerance' to slavery.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

The Law

Modern slavery amounts to a violation of an individual's human rights. Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain. The law applies in regions where INVISIO Group operate businesses. The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for INVISIO Group or under its control.

Policy Statement

INVISIO Group takes its responsibilities to combat modern slavery seriously as demonstrated by the following measures:

- The prevention, detection, and reporting of modern slavery in any part of its business or supply chains is the responsibility of all those working for INVISIO Group or under its control.
- All supply chain lines are risk assessed and managed in relation to modern slavery with high-risk suppliers audited.

- INVISIO Group will not knowingly support or deal with any business involved in slavery or human trafficking.
- Review is conducted that all employees are paid at least the minimum wage and have the right to work.
- INVISIO Group encourages anyone to raise any concerns about modern slavery and will support anyone who acts in good faith.
- The Anti-slavery and human trafficking statement is published on our website.
- INVISIO Group will continue to develop its commitment to combat modern slavery and will provide staff training where appropriate.
- This policy applies to all permanent and fixed-term staff employed by INVISIO Group, and any contractors, consultants or other persons acting under or on behalf of INVISIO Group.

Non-Compliance by staff

Failing to observe the policy may lead to disciplinary action in accordance with the company's Disciplinary Policy.

Monitoring Policy

The policy will be monitored on an on-going basis to ensure that it addresses issues effectively.

The policy will be regularly reviewed by the Directors to ensure its continuing suitability and relevance to INVISIO Group's activities.

INVISIO Group will ensure that all individuals working for the business are advised of the policy.

Reviewing Policy

This policy will be reviewed and, if necessary, revised in the light of legislative or organisational changes. Improvements will be made by learning from experience and the use reviews.

Policy Amendments

Should any amendments, revisions, or updates be made to this policy it is the responsibility of senior management to see that all relevant employees receive notice. Written notice and/or training should be considered.

Policy Implementation Notice

This is the policy statement of INVISIO Group and Subsidiary Companies. The overall and final responsibility for this policy is that of Lars Højgård Hansen CEO. Day-to-day responsibility for ensuring this policy is put into practice is delegated to Thomas Larsson CFO.