

## Ethical Sourcing Practices, Sustainability, Ethical Conduct, Anti-Bribery, and Modern Slavery.

### Ethical Sourcing Practices

Objective: To ensure that all goods and services procured by The Safety Lab are sourced responsibly, reflecting our values of transparency and adherence to labour and human rights standards.

#### *Policy Commitments:*

- Prioritise working with suppliers who align with ethical practices.
- Avoid sourcing from entities associated with child labour or forced labour.
- Maintain an open dialogue with suppliers to promote ethical improvements.

#### *Implementation Measures:*

- Clearly communicate expectations to suppliers.
- Monitor supplier compliance periodically through reviews.
- Provide a mechanism for reporting concerns within the supply chain.

### Sustainability

Objective: To embed sustainability into The Safety Lab's operations, reducing environmental impact while supporting our clients' goals.

#### *Policy Commitments:*

- Incorporate sustainable materials and processes wherever practical.
- Reduce waste through operational efficiencies.
- Support initiatives that benefit the environment and communities.

#### *Implementation Measures:*

- Measure and track key sustainability indicators.
- Share knowledge and collaborate with clients and partners on sustainability.
- Encourage environmentally responsible practices within our team.

## Ethical Conduct

Objective: To uphold integrity, fairness, and respect in all dealings at The Safety Lab.

### *Policy Commitments:*

- Ensure honesty and fairness guide all decisions and interactions.
- Comply with applicable laws and regulations.
- Treat all individuals with respect and inclusivity.

### *Implementation Measures:*

- Provide guidance to team members on ethical practices.
- Foster a culture where ethical behaviour is valued and encouraged.
- Review and update relevant policies periodically to reflect best practices.

## Anti-Bribery

Objective: To ensure all business activities at The Safety Lab are free from bribery and corruption.

### *Policy Commitments:*

- Prohibit any form of bribery, including facilitation payments.
- Promote transparency in all financial transactions and agreements.
- Adhere to relevant anti-corruption laws and guidelines.

### *Implementation Measures:*

- Provide clear guidelines to team members on identifying and avoiding bribery.
- Report and address any suspected instances of corruption promptly.
- Embed anti-bribery principles into contracts with suppliers and partners.

## Modern Slavery

Objective: To eliminate risks of modern slavery and human trafficking in The Safety Lab's operations and supply chain.

### *Policy Commitments:*

- Zero tolerance for slavery, forced labour, or human trafficking.
- Engage with suppliers to ensure compliance with modern slavery standards.

### *Implementation Measures:*

- Include modern slavery clauses in contracts where applicable.
- Raise awareness within our team and supply chain about identifying modern slavery risks.

## Monitoring and Reporting

- Periodically review policies to ensure they remain relevant and effective.
- Collect feedback to refine practices as part of continuous improvement.

## Governance

This document will be reviewed regularly to ensure alignment with The Safety Lab's commitments and operational capabilities, reflecting our focus on practical and achievable goals.