
POLICY ON ANTI-SLAVERY & HUMAN TRAFFICKING

1st Millennium Electronics Limited (The Company) recognises that modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. All of these activities have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Company has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all of our business dealings and relationships. This will be achieved by implementing and enforcing effective systems and controls to ensure modern slavery does not occur anywhere in the Company's operations or in its supply chain. The Company is also committed to ensuring transparency in all of its business activities and in our approach to ensure modern slavery does not occur in any of our supply chains. This will be consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect these same standards from all our sub-contractors, suppliers and other business partners. In this regard, these stakeholders are expected to comply fully with our Anti-Slavery and Human trafficking Statement which forms an integrated part of our contractual relationship with them. The scope of this Policy applies to employees at all levels, directors, officers, agency workers, seconded workers, volunteers, sub-contractors, agents, external consultants, third party representatives and business partners.

COMMUNICATION AND ADVICE

This Anti-Slavery and Human Trafficking policy will be communicated to each and every employee through the use of induction training. All employees are encouraged to communicate any Anti-Slavery or Human Trafficking issue directly with their line management in order that the procedures and operations of 1st Millennium can be maintained and enhanced to provide an improved working environment.

This policy will be displayed at each location where 1st Millennium operates.

STEPHEN READ

Director

For and on behalf of

1ST MILLENNIUM ELECTRONICS LIMITED