



## LP011 – Anti-Slavery and Human Trafficking Policy

This policy is supported by the Board of Directors and applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Linwave Technology prohibits the use of modern slavery and human trafficking in its operations and supply chains. We will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards. We will review and monitor our key suppliers sourcing methods and their operational locations, in order to minimise the risk of violation and inadvertent support for this criminal activity.

Linwave Technology shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:-

- Maintain a zero tolerance approach to modern slavery in our organisation and in our supply chain.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- We are committed to engaging with our suppliers to promote and mandate our policy.
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our code of conduct.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.
- We are committed to continuing to encourage our employees to report any concerns that they might have in relation to these matters.

Signed:- *Ian Duke*

Ian Duke - Managing Director, Linwave Technology Limited

Dated:- *7<sup>th</sup> JANUARY 2020*

Next Review Date:- *JANUARY 2021*