

# ECOUSTA MODERN SLAVERY STATEMENT

## INTRODUCTION

This Modern Slavery Statement is made by Ecousta in accordance with applicable modern slavery legislation, including the UK Modern Slavery Act 2015. It outlines the steps we take to prevent modern slavery and human trafficking within our business operations and supply chains.

### OUR BUSINESS

Ecousta is committed to operating responsibly and ethically in all aspects of our business. We strive to ensure that our products and services are delivered with integrity, respecting human rights and promoting fair working conditions throughout our operations.

### OUR COMMITMENT

We have a zero-tolerance approach to modern slavery, including forced labour, bonded labour, and human trafficking. We are committed to acting ethically and with integrity in all business relationships and to implementing effective systems and controls to safeguard against any form of modern slavery.

### SUPPLY CHAINS

Our supply chains may include third-party manufacturers, suppliers, and service providers. We recognise that certain sectors and regions may present a higher risk of modern slavery, and we take steps to assess and manage these risks.

### DUE DILIGENCE PROCESSES

To identify and mitigate risks, Ecousta undertakes the following measures:

- Conducting risk assessments of suppliers based on geography and industry
- Requiring suppliers to adhere to our ethical standards and applicable laws
- Including anti-slavery provisions in supplier contracts where appropriate
- Reviewing supplier practices where risks are identified

### POLICIES AND STANDARDS

We maintain internal policies that reflect our commitment to ethical business practices, including:

- A Code of Conduct outlining expected standards of behaviour
- Anti-slavery and human trafficking policies
- Whistleblowing procedures that allow concerns to be raised confidentially

### TRAINING AND AWARENESS

We aim to ensure that relevant employees understand the risks of modern slavery and are aware of how to identify and report concerns. Training may be provided where appropriate to support this objective.

### MONITORING AND EFFECTIVENESS

We continuously review our processes to ensure their effectiveness in preventing modern slavery. This may include:

- Monitoring supplier compliance
- Reviewing risk assessment processes
- Taking corrective action where necessary

### FUTURE STEPS

Ecousta is committed to improving its practices to combat modern slavery. Future steps may include:

- Enhancing supplier due diligence procedures
- Increasing transparency within our supply chains
- Expanding employee training programs

### APPROVAL

This statement has been approved by the management of Ecousta and will be reviewed and updated annually.

For technical support or further advice, contact:

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