

Modern Slavery Act and Human Trafficking Policy Statement 2026

Elait is committed to acting ethically and transparently. We have zero tolerance for modern slavery and human trafficking in any part of our business and supply chains. We require 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, to comply with the Modern Slavery Act 2015.

This statement is made under the Modern Slavery Act 2015 (the Act) for the financial year ending 2026 and sets out the steps that Elait has taken, continues to take, and has committed to take to ensure that modern slavery and human trafficking do not occur within any part of our business or supply chain.

Modern Slavery and Human Trafficking Commitments

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.

Elait Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and 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 our suppliers to hold their suppliers to the same high standards.

We expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- 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.

Consistent with our approach, we may require:

- Employment and recruitment agencies, and other third parties supplying workers to our organisation, are to confirm their compliance with our Code of Conduct
- Suppliers who engage workers through a third party must obtain the third party's agreement to adhere to the Code.

- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant us auditing 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 whether breaches can be remediated and whether that might be the best outcome for those individuals affected by the breach to terminating such relationships.

Training and Monitoring

As part of our induction for new employees, we have a comprehensive compliance training programme that covers the requirements of the Modern Slavery Act. This training is repeated annually for all staff.

Board Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It has been approved by the Board of Elait and will be reviewed in accordance with the Act's requirements.

Signed

A handwritten signature in blue ink, appearing to read "J. Halden", is written on a light blue rectangular background.

Date of approval: 26 May 2026