

HP02 – Modern Slavery and Human Trafficking Statement

Policy Statement

This Statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Photonic Science has taken and is continuing to take to prevent modern slavery or human trafficking within our business or supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which 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 our business dealings and relationships. We have implemented effective systems and controls to prevent modern slavery occurring within our own business and supply chains. We are also committed to ensuring transparency, as mandated by the Modern Slavery Act 2015.

We hold our contractors, suppliers, and other business partners to the same high standards. In our upcoming contacts, we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will uphold these standards with their own suppliers.

This policy 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, interns, agents, contractors, external consultants, third-party representatives and business partners. This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Responsibilities

Photonic Science has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those within the organisation comply with it. Photonic Science has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, addressing enquiries, and reviewing our internal control systems to ensure they are effective in countering modern slavery.

All levels of management are responsible for ensuring their teams understand and comply with this policy. They should provide regular training on modern slavery and its implication on supply chains.

Photonic Science have a number of internal practices and policies in place to ensure that we are conducting business in an ethical and transparent manner.

These include:

- Employee Handbook. Our Employee Handbook sets out the business ethics required to be maintained by all our employees.
- Recruitment processes. We operate a recruitment process that includes conducting eligibility to work in the UK and/or any other jurisdiction in which a candidate is being considered for employment. Such checks help to safeguard against human trafficking or individuals being forced to work against their will.

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Date	26/01/2026
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- **Reporting Concerns:** We encourage our employees, suppliers, and other stakeholders to report any concerns related to modern slavery and human trafficking. We will investigate and take appropriate action if such concerns arise.

Suppliers

Photonic Science operates a supplier qualification process and maintains an approved supplier list. We conduct due diligence on all suppliers before allowing them to become an approved supplier.

We require that our suppliers complete a Vendor Assessment Questionnaire, confirming to us, among other things, that:

- They conduct their business in an ethical manner, including avoiding the use of indentured servitude or child labour.
- That they do not treat their employees in an inhumane manner; and
- That they pay their employees at least the applicable minimum wage.

Review and Improvement

This statement signifies our commitment to the fight against modern slavery and human trafficking. We are dedicated to acting ethically and transparently in all aspects of our business and supply chains. We will regularly review and update our policies and procedures to ensure their effectiveness.



Martin Cox
Managing Director
January 2026

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