

MM-EYE LTD – MODERN SLAVERY POLICY

1. INTRODUCTION

MM-Eye Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility to take a robust and proactive approach to identifying, preventing and addressing risks of modern slavery.

This policy supports compliance with the **UK Modern Slavery Act 2015** and reflects our commitment to ethical business conduct, human rights and transparency.

2. POLICY STATEMENT

MM-Eye Ltd operates a **zero-tolerance** approach to modern slavery, including forced labour, bonded labour, child labour and human trafficking.

We are committed to:

- Acting ethically and with integrity in all business relationships
- Implementing effective systems and controls to prevent modern slavery
- Ensuring transparency across our operations and supply chains

3. SCOPE

This policy applies to:

- All employees and directors of MM-Eye Ltd
- Contractors, consultants and agency workers
- Suppliers, subcontractors and other business partners

4. ROLES AND RESPONSIBILITIES

- The **Board of Directors** has overall responsibility for this policy and oversight of modern slavery risks.
- Senior management is responsible for implementation and compliance.
- All employees are responsible for reporting concerns related to modern slavery.

5. DUE DILIGENCE AND RISK MANAGEMENT

MM-Eye Ltd maintains due diligence processes designed to:

- Identify and assess potential modern slavery risks within our operations and supply chains
- Mitigate and manage identified risks
- Monitor high-risk areas on an ongoing basis
- Protect whistleblowers who raise concerns in good faith

- Where appropriate, risk-based assessments may include supplier questionnaires, contractual assurances or audits.

6. SUPPLIER EXPECTATIONS

MM-Eye Ltd expects suppliers to uphold human rights standards consistent with our own, including:

- Compliance with all applicable labour and employment laws
- Prohibition of forced labour, child labour and human trafficking
- Adoption of appropriate policies and controls to manage modern slavery risks

Suppliers may be required to confirm compliance with this policy as a condition of doing business with MM-Eye Ltd.

7. TRAINING AND AWARENESS

MM-Eye Ltd provides appropriate training to employees to help them understand:

- The risks of modern slavery and human trafficking
- How to identify warning signs
- How to report concerns safely

We encourage business partners to provide similar training within their organisations and supply chains.

8. REPORTING CONCERNS AND WHISTLEBLOWING

Employees and third parties are encouraged to raise concerns about suspected modern slavery without fear of retaliation.

Reports can be made in line with MM-Eye Ltd's Whistleblowing Policy. All concerns will be investigated promptly and confidentially.

9. MONITORING, AUDITS AND COMPLIANCE

MM-Eye Ltd may conduct periodic reviews, audits or assessments to evaluate compliance with this policy.

Failure to comply may result in corrective action, including termination of supplier relationships.

10. POLICY REVIEW AND APPROVAL

This policy will be reviewed annually by the Board of Directors and updated as necessary to reflect changes in legislation, risk profile or best practice.

This Modern Slavery Policy supports MM-Eye Ltd's Ethics Policy, Supplier Sustainability Policy and overall ESG commitments.