

# 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.**