

# MODERN SLAVERY AND HUMAN TRAFFICKING

## POLICY STATEMENT

### Policy Statement

In accordance with the Modern Slavery Act 2015, 360Globalnet Limited and its subsidiary companies (“360GL”) are committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively “human trafficking and slavery”). We strongly believe that we have a responsibility for promoting ethical and lawful employment practices.

Modern slavery is a crime and violation of fundamental human rights. It takes various forms, such as slavery, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person’s liberty for exploitation, whether for personal or commercial gain.

360GL have a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships. We are dedicated to implementing and enforcing effective systems and controls to ensure that modern slavery does not occur within our business or supply chains. 360GL expects the same high standards from all its contractors, suppliers and business partners, and expects them to uphold similar standards across their own supply chains.

This policy applies to all employees, as well as all persons working for 360GL or on its behalf in any capacity, including external consultants, contractors, business partners, suppliers, and other third-party representatives (suppliers).

### Organisation’s Structure and Responsibility for the policy

360GL provides software services to capture data through video, photographic, and text-based means, whilst our subsidiary companies specialise in drainage investigations and repairs, as well as document storage and retrieval through our cloud-based solutions.

360GL’s Officers and HR Manager are committed to ensuring that slavery and human trafficking do not exist within the 360GN’s workforce or any part of its supply chain.

### Supplier Responsibilities

All suppliers are required to adhere to the following principles:

- 360GL expects its suppliers to maintain high standards of business practices, environmental responsibility, and operational excellence.
- Suppliers will not use forced or compulsory labour (i.e., any work or service performed involuntarily, under threat of penalty).
- Suppliers will ensure that all terms of employment are voluntary.
- Suppliers will comply with the minimum age requirements prescribed by applicable laws.

## Internal Recruitment

360GL has robust internal recruitment procedures in place to vet new employees, ensuring compliance within our own workforce. Employees are treated fairly, and employment practices are based on equal opportunities for all. 360GL respects the interests of its employees and treats all employees with dignity and respect. We are committed to providing safe and healthy working conditions and fostering an atmosphere of open communication.

## Compliance with the policy

Employees of 360GL and its suppliers (“Participants”) must ensure that they read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of the business or supply chain is the responsibility of all Participants. Participants must avoid any activity that could lead to or suggest a breach of this policy and must notify the Officers as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future. Such information will be treated with the strictest confidence.

It is 360GL’s policy to communicate its zero-tolerance approach to modern slavery to all employees, suppliers, contractors, and business partners at the outset of any relationship and to reinforce this as necessary.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2025.



Paul Stanley  
Chief Executive Officer

8<sup>th</sup> January 2025