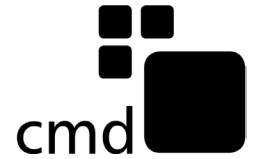


Modern Slavery and Human Trafficking Policy



Introduction:

Slavery still occurs across the world today and the term Modern Slavery is used to describe slavery, servitude, forced, sweated and compulsory labour; bonded and child labour; and human trafficking.

Throughout CMD's operation and supply chain, we forbid the use of modern slavery and human trafficking. We are committed to having systems and controls in place to ensure that this does not happen, exist or affect our operations or those across our supply chains. We expect for our suppliers to apply the same high standards we hold and have their own processes and procedures preventing this from occurring within their own operations and supply chains.

Policy Statement and commitments:

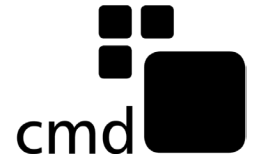
This policy applies to all CMD employees and 3rd parties working on our behalf in any capacity, including agency workers, contractors and suppliers.

This document sets out our position on Modern Slavery and Human Trafficking and what we are doing to prevent being complicit in any violation of human rights, either directly or indirectly.

CMD has a zero-tolerance approach to Modern Slavery within the business and our supply chains and, as a company, requires everyone working on our behalf to support and uphold the following measures.

- CMD will not use child labour and will comply with the appropriate laws around this. We will support legitimate apprenticeships and similar programmes that are compliant with the applicable laws and regulations.
- CMD will not use forced, bonded or involuntary labour.
- The use of physical abuse or discipline is not tolerated, nor is the threat of physical abuse, verbal abuse, sexual or other harassment or other forms of intimidation.
- Employees will work in a safe and healthy environment, with the appropriate health and safety practices in place and be issued with contracts of employment based on recognised law and practice.
- We will make sure that as a minimum, wages and benefits meet the national standards and we are committed to equal pay and benefits for work of equal value, irrespective of gender.
- Continuously review our processes using a risk-based approach to modern slavery. This may include the auditing of suppliers from time to time and their compliance with our code of conduct.
- Anyone working for or on behalf of CMD has the responsibility to prevent, detect and report modern slavery across any part of our business. Employees and workers on behalf of CMD must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We will work with our clients, stakeholders and suppliers to address the risk of modern slavery in our operations and supply chains.

Modern Slavery and Human Trafficking Policy



- Appropriate action will be taken against any employees or 3rd parties working on our behalf, that are found to be in breach of this policy.

Reporting a violation

Where a violation of someone's human rights has been identified we will work with all parties involved to seek resolution and justice for the victim. A full investigation will be completed to get to the root cause, so we can take the appropriate action and prevent it from happening again.

For any employees or 3rd parties that need to make us aware of any potentially unethical behaviour that is occurring, they can do so, by contacting hr@cmd-ltd.com. Anyone raising a genuine concern will be protected from victimisation as a result of any report made.