

Anti-Slavery and Human Trafficking Policy



CHRYSAOR

1.0 POLICY

Modern slavery is a crime and a violation of fundamental human rights. Modern slavery 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.

Chrysaor does not tolerate any form of modern slavery in its business or in its supply chains. Chrysaor is committed to:

- Maintaining the highest standards of integrity and ethical conduct in the way it conducts business in the jurisdictions in which it operates.
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its business or in its supply chains.
- Ensuring there is transparency in its business and in its approach to preventing modern slavery from occurring in its business and supply chains.

Chrysaor expects that its service providers, suppliers, vendors and other business partners will hold their respective businesses and supply chains to the same high standards.

Adherence to this policy is subject to regular review by the General Counsel, Chrysaor. Chrysaor Legal will provide appropriate training for all relevant Chrysaor personnel regarding this policy. General Counsel, Chrysaor has responsibility for the day-to-day implementation of this policy; this includes monitoring its suitability, adequacy and effectiveness and putting in place appropriate business processes and procedures to ensure compliance with this policy and with all applicable laws in the jurisdictions in which Chrysaor operates.

2.0 APPLICATION

This policy applies to all Chrysaor business activity and to all Chrysaor employees, officers, directors, contractors, agency workers and temporary workers. Chrysaor joint venture partners, service providers, suppliers, vendors, agents, advisors, intermediaries and consultants are required to be aware of and act consistently with this policy.

3.0 REPORTING CONCERNS

Chrysaor is committed to maintaining a working environment and conducting its business in such a manner where concerns can be raised openly, are listened to and are promptly acted upon without fear of retaliation.

Any instances of modern slavery (whether actual or suspected) relating to Chrysaor's business or its supply chains should be reported to the Chrysaor Compliance team through the dedicated email address Chrysaor.Compliance@chrysaor.com or through Chrysaor's external independent confidential *SeeHearSpeakUp* reporting service. The *SeeHearSpeakUp* service is available at any time of day by phone (UK - 0800 988 6818 or Norway - 800 15 838), email (report@seehearspeakup.co.uk) or via web portal (<http://www.seehearspeakup.co.uk/en/file-a-report>).

Phil Kirk
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