

## Modern Slavery Policy

### Introduction

Orchid Haze Maritime EOD Ltd is committed to the highest possible standards of openness, transparency, inclusiveness, probity and accountability and integrity in-line with this commitment. An important aspect of these standards is to ensure that there are no acts of slavery or human trafficking within Orchid Haze Maritime EOD Ltd, or within their supply chains. Orchid Haze Maritime EOD Ltd is committed to driving out acts of modern-day slavery and will not support or deal with any business knowingly involved in slavery or human trafficking. As such, Orchid Haze Maritime EOD Ltd acknowledges its responsibility to the Modern Slavery Act 2015 and will conduct its business activities in accordance with the detail, guidance and best practices therein.

### Definitions

The following are provided for to assist in understanding of this policy:

- **Modern Slavery**, Modern slavery and human trafficking. Modern Slavery is the term used within the UK and is defined within the Modern Slavery Act 2015. ...

These crimes include holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after.

### Supply Chain

This Modern Slavery policy reflects Orchid Haze Maritime EOD Ltd's commitment to act ethically and with integrity in all business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain. As such, Orchid Haze Maritime EOD Ltd has identified risk areas as being sub-contractors, material and product suppliers. To mitigate the risk, Orchid Haze Maritime EOD Ltd will implement procedures which will include establishing whether sub-contractors and suppliers have a Modern Slavery Policy and what actions have been, or are planned to be, implemented to ensure no acts of slavery or human trafficking are committed within their organisations or supply chains.

Within Orchid Haze Maritime EOD Ltd's approved supplier process are procedures which actively encourage sub-contractors and suppliers to create their own Modern Slavery Policy or agree to this policy.

Orchid Haze Maritime EOD Ltd will not support or deal with any business knowingly involved in slavery, human trafficking or the use of child or forced labour. We ask all staff to look out for possible instances of modern slavery and to raise any concerns with senior management.

### Responsibility

The Managing Director shall take responsibility for implementing this policy statement and its objectives and shall provide adequate advice, training and investment to ensure that slavery and human trafficking is not taking place within

Orchid Haze Maritime EOD Ltd or within its supply chains. This policy will be regularly reviewed to ensure its effectiveness. Internal control systems and procedures will be subject to audit under the internal audit process.

Signed on behalf of Orchid Haze Maritime EOD Ltd:

Signed

A handwritten signature in black ink, appearing to be 'Craig Tower', with a horizontal line extending to the right.

Name: Craig Tower  
Date: 14th February 2024  
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