

## **PULSANT LTD**

### **ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT**

Pulsant has a zero-tolerance approach to modern slavery and human trafficking and is fully committed to acting with integrity and ethically in all business relationships. Pulsant recognises responsibility as a business to ensure that there is no business involvement directly in modern slavery through its own operations or indirectly by association through the supply chain. Pulsant deploys systems and controls in order to prevent modern slavery from presenting itself anywhere within the business or the supply chain.

#### **INTERNAL**

Within Pulsant business operations an extensive set of HR policies is in place to protect the workforce. These include but are not limited to equality, working conditions and living wage policies. Our policies and their deployment are evaluated annually.

#### **SUPPLY CHAIN**

Pulsant expects the same high standards from all contractors, suppliers and business partners. As part of the Pulsant contracting process we evaluate suppliers to ensure there is no use of forced, compulsory or trafficked labour, the usage of any workforce of any gender, age or religion that is held in slavery or servitude. Pulsant requests that suppliers demonstrate the standards they use to manage the risk of modern slavery in their own supply chain.

#### **ACTIONS IN 2020**

This statement covers Pulsant's financial year which ended 31<sup>st</sup> December 2020. During 2020, Pulsant has continued to strengthen effectiveness of supplier on-boarding and ongoing due diligence processes, and this remains a priority through 2021. Our engagements with employees and contractors have been subject to continual re-assessment to ensure ongoing compliance.

#### **RESPONSIBILITY**

The CFO has responsibility for ensuring this policy complies with all legal and ethical obligations with support from the Pulsant board of directors as reviewed on 7 April 2021.

Signed,  
Bradley Petzer  
Chief Financial Officer  
7 April 2021