

MODERN SLAVERY POLICY

UMS Skeldar prohibits all forms of modern slavery. UMS Skeldar employees, suppliers, business partners and others through whom UMS Skeldar conducts business must not engage in any modern slavery-related activities when working for UMS Skeldar. These activities include:

- using fraud or other means to force a person to involuntarily perform work or services
- obtaining labour from a person by threats of serious harm to that person or another person
- destroying or otherwise denying access to an employee's identity or immigration documents
- using misleading or fraudulent practices to recruit employees, such as failing to disclose key terms and conditions of employment
- using labour from agencies involved in trafficking, debt bondage, or kidnapping
- charging employees recruitment fees
- failing to provide return transportation to certain employees who are brought to a country for the purpose of working on UMS Skeldar's behalf
- providing housing that fails to meet host country standards
- failing to provide an employment contract or work document
- engaging in sex trafficking, or
- procuring commercial sex acts.

UMS Skeldar will seek to ensure that its operations are at all times conducted free from modern slavery.

This will be achieved through:

- providing modern slavery awareness training to relevant personnel
- addressing the prohibition against modern slavery in relevant company rules and instructions, including UMS Skeldar Supplier Code of Conduct
- evaluating and addressing modern slavery risks in the supply chain
- implementing and maintaining appropriate channels to report suspected violations
- taking appropriate disciplinary actions, up to and including termination of employment or contract, in case of violations.



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