Modern Slavery Act 2015 Compliance

Policy Statement

Introduction

One of Tensator's core values is to uphold sound, responsible and fair business operations. The Company is committed to promoting and maintaining the highest possible ethical standards in relation to all of its business activities. Tensator's reputation for maintaining ethical and lawful business practices is of paramount importance and this policy statement is designed to preserve these values. Tensator therefore is committed to understanding modern slavery and human trafficking risks in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

Relevant Policies

Tensator operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Employee Code of Conduct: Tensator makes it clear to employees the actions and behaviour expected of them when representing the organisation. Tensator strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- Supplier Code of Conduct: Tensator is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Tensator works with suppliers to ensure that they meet the standards of the code and improve their workers' working conditions. Serious violations of the Supplier Code of Conduct will lead to the termination of the business relationship.
- Recruitment Agency Workers Policy: Tensator uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

In the event that an employee, customer or other business partners believe there are any concerns related to the direct activities or the supply chains of the organisation, Tensator encourages them to make reports using telltensator@tensator.com. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's Whistleblowing Policy is designed to make it easy for employees, customers or third party service providers to make disclosures, without fear of retaliation.

Due Diligence

Tensator undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers.

Training

Tensator requires all staff working within the supply chain and HR Department to complete training on modern slavery.

Tensator Holdings Limited, Board of Directors
July 11, 2025