

Ethics Policy Statement

(Inclusive of Modern Slavery & Trafficking Statement)

This statement is made on behalf of Linet UK Limited (Registered - 06376343)

Ethics and slavery

Slavery can broadly be described as the ownership, buying and selling of human beings for the purpose of forced and unpaid labour.

Goods and Services

Goods and services are generally sourced from recognised local, national or international vendors and distributors and are supplied to end-users either directly or via an established re-seller network.

This Policy summarises our legal, ethical, corporate social and basic human rights obligations (including our obligations under the Modern Slavery Act 2015) that are addressed in further detail within our Staff Handbook (which includes a detailed policy on Whistleblowing), a copy of which is made available to all employees.

The details of this Policy Statement form part of the Company's induction process and all appropriate employees (those specifically involved in procurement and the employment of staff or contractors) are reminded of its existence and contents at regular intervals thereafter.

The Managing Director of the Company is responsible for the implementation and adherence to this Policy Statement.

We declare that in terms of:

Legal Compliance

- We will comply with the laws of the applicable legal system(s).

Prohibition of Corruption and Bribery

- We will tolerate no form of and not engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any Government official for the purpose of influencing decision making in violation of law (in accordance with the Bribery Act 2010).

Respect for the Basic Human Rights of Employees

- We will promote equal opportunities for and treatment of our employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious belief, sex or age.
- We will respect the personal dignity, privacy and rights of each individual.
- We will not employ or make anyone work against their will or in servitude.
- We will not tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.

- We will prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- We will provide fair remuneration and guarantee the applicable national statutory minimum wage.
- We will comply with the maximum number of working hours laid down in the applicable laws.
- We will recognise, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organisations or trade unions.

Prohibition of Child Labour

- We will not employ workers under the age of 18, unless on a qualification course, apprenticeship or work experience basis.

Health and Safety of Employees

This is covered by LUK H&S Policy.

- We will take responsibility for the health and safety of our employees.
- We will control hazards and take the best reasonably possible precautionary measures, so far as is reasonably practicable against accidents and occupational diseases.
- We will provide training and ensure that employees are educated in health and safety issues.
- We will set up and use a reasonable occupational health & safety management system.

Environmental Protection

- We will act in accordance with the applicable statutory and international standards regarding environmental protection.
- We will minimise environmental pollution and make continuous improvements in environmental protection.
- We will use a reasonable environmental management system.

Supply Chain

- We will comply with the principles of non-discrimination with regard to supplier selection and treatment.
- We will not knowingly source goods and/or services from companies where we have concerns regarding their compliance with this statement.
- We will not knowingly source goods and/or services from companies where we have concerns regarding their involvement in human trafficking
- All new suppliers (or sub-contractors) will need to fully comply with this statement, and make reasonable efforts to ensure that those in their supply chain do too, where they do not have published statement covering these areas.