

Modern slavery is a crime resulting in an abuse and gross violation of human rights. This policy statement sets out actions to be taken by Timico Limited (“Timico”) to prevent slavery and trafficking in its business activities and supply chains. Timico expect its suppliers to respect and follow this policy statement as a term of their contract.

Timico promotes ethical business practices and policies that protect workers from being abused and exploited in its own organisation and in its supply chains.

### Ensuring standards in our Supply Chain

To date, we are unaware of any human trafficking or slavery activities within our supply chain. Timico will review its existing supply chain and ensure all existing contracts, where relevant, are evaluated for compliance with the Modern Slavery Act 2015. If potential risks are identified, we will seek to potentially terminate our contract with the supplier and act in accordance with our legal obligations.

### Relevant Policies

Timico is legally compliant with all relevant employment legislation. We ensure fairness in the hiring and advancement of all employees, both permanent and temporary, without discrimination.

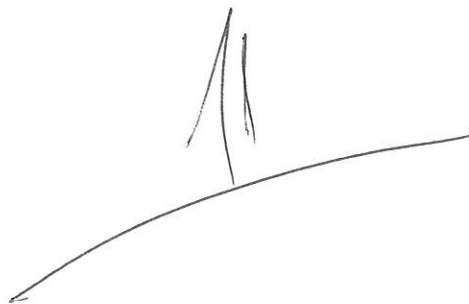
All our Policies apply across Timico; Corporate Social Responsibility, Anti-Bribery and Corruption, Diversity, Inclusion and Equal Opportunities, Health & Safety and Whistleblowing Policies, demonstrate Timico’s commitment to conduct business in a responsible and ethical manner and ensure our employees receive the duty of care they deserve. We expect all suppliers we associate ourselves with to uphold the same standards.

### Training and Awareness

In order to ensure awareness and a high level of understanding of Timico’s zero-tolerance approach to modern slavery, our Anti-slavery and Human Trafficking Policy Statement is available on our People site.

### Board Approval

This statement has been approved by the Chief Financial Officer on behalf of the Board of Directors. The policy will be reviewed and updated as appropriate on an annual basis.

A handwritten signature in black ink, consisting of a long horizontal stroke with a curved end, and a vertical stroke intersecting it near the left side.