

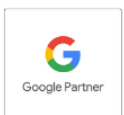


MODERN SLAVERY STATEMENT 2024

MICRO2 LTD

This document is the sole property of MICRO2 LTD ("Micro2") and is for the PUBLIC. It is intended for all. This document including all associated information and materials, must not be duplicated, or used - in whole or in part - for any purposes other than to evaluate the contents herein.

His Majesty's Government (Government of the United Kingdom) has the right to duplicate, use, or disclose the information for its knowledge within its organisation but requires explicit written permission from MICRO2 LTD to share with any other entity and third-party including its Suppliers and Contractors.



PUBLIC

Approved by the Director of MICRO2 LTD

April 2024

MICRO2 LTD • 3 Park Court, 40 Park Cross Street, Leeds, LS1 2QH, United Kingdom

Tel. +44-(0)-333-016-0889

REGISTERED IN ENGLAND AND WALES



MICRO2 LTD Modern Slavery Statement

1. Introduction

1.1 Company Overview

MICRO2 LTD ("the Company"), a digital agency specialising in web development, digital design, and marketing, acknowledges the importance of conducting business ethically and with integrity. Despite our assessment of low risk concerning modern slavery and human trafficking, we commit to maintaining stringent measures to prevent any form of slavery or trafficking within our operations and supply chains.

1.2 Purpose of Statement

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 ("the Act") and constitutes the Company's modern slavery and human trafficking statement for the financial year starting 6 April 2024 and ending 5 April 2025.

2. Approval and Review

2.1 Approval

This statement was reviewed and approved by the CEO and Director in April 2024.

2.2 Review and Updates

The Company commits to publishing a new statement for the next financial year on or before 5 April 2025. This statement and the Company's practices are subject to ongoing review to ensure continued compliance and improvement.

3. Commitment to Ethical Conduct

3.1 Voluntary Compliance

MICRO2 LTD, as an SME with an annual turnover of less than £36 million, is not legally obligated to publish a modern slavery statement. However, we voluntarily comply to demonstrate our commitment to ethical business practices and to facilitate government tendering processes.

3.2 Zero-Tolerance Policy

The Company maintains a zero-tolerance approach to slavery and human trafficking. We pledge not to engage with any entity suspected of such activities and will ensure thorough vetting of potential partners and subcontractors.

4. Business Operations and Risk Assessment

4.1 Nature of Operations

MICRO2 LTD provides digital solutions primarily in the UK, involving skilled professional services. Given our operational focus and workforce composition, we assess the risk of modern slavery within our business as low.

4.2 Risk Areas

Despite a low-risk assessment, we acknowledge potential risks in the supply chain and remain vigilant in identifying and addressing any areas susceptible to modern slavery or human trafficking.



PUBLIC

Approved by the Director of MICRO2 LTD

April 2024

MICRO2 LTD • 3 Park Court, 40 Park Cross Street, Leeds, LS1 2QH, United Kingdom

Tel. +44-(0)-333-016-0889

REGISTERED IN ENGLAND AND WALES



5. Supply Chain Management

5.1 Current Supply Chain

Our supply chain is primarily limited to office supplies and professional services including marketing, web development, and digital design.

5.2 Future Procurement

For future procurements, we will continue to focus on professional services requiring skilled labour, predominantly within developed markets. Any expansion of procurement activities will include a comprehensive review to ensure minimal risk of modern slavery.

5.3 Supplier Vetting

We will engage with new suppliers only after a formal vetting process that evaluates their modern slavery policies and compliance with the Act.

6. Policies and Procedures

6.1 Internal Policies

The Company's internal policies reflect our commitment to ethical conduct and include provisions to prevent modern slavery and human trafficking. These policies are encapsulated in our Code of Professional Conduct and Human Rights Statement.

6.2 Code of Professional Conduct

Our Code of Professional Conduct establishes behavioural expectations for all employees and partners. It includes specific clauses addressing modern slavery and provides mechanisms for reporting grievances.

6.3 Human Rights Statement

Our Human Rights Statement outlines our commitment against supporting or participating in any form of forced or exploitative labour.

7. Training and Awareness

7.1 Employee Training

We provide regular training and awareness sessions for our employees on human rights issues, including modern slavery. All new employees undergo an onboarding process that includes education on our Code of Professional Conduct.

8. Due Diligence

8.1 Supplier Due Diligence

We incorporate modern slavery checks into our routine supplier due diligence processes. This includes:

8.1.1 Sanctions and Enforcement Databases

Screening against global sanctions lists and conducting adverse media reviews.

8.1.2 Supplier Interviews

Evaluating suppliers' policies on human rights, modern slavery, forced labour, child labour, and human trafficking.



PUBLIC

Approved by the Director of MICRO2 LTD

April 2024

MICRO2 LTD • 3 Park Court, 40 Park Cross Street, Leeds, LS1 2QH, United Kingdom

Tel. +44-(0)-333-016-0889

REGISTERED IN ENGLAND AND WALES



8.1.3 Supplier Code of Conduct

Our Supplier Code of Conduct mandates compliance with modern slavery laws and the enactment of practices to ensure such compliance.

Date of Last Review/Update: April 1, 2024

MICRO2 LTD reserves the right to update or change the Code requirements.

MAHSA NOURAEIABADEH
DIRECTOR

NAVID D BENI
CHIEF EXECUTIVE OFFICER

