

Ethical Sourcing Policy

We seek to promote an environment to work in that respects the rights of our employees. We will therefore select our materials and services from sources where they are not produced under conditions that involve the abuse or exploitation of any person's human rights. We shall make checks that our supplier's operate within the criteria set out below, as we ourselves strive to operate within the same standards. We shall expect our suppliers to return duly signed letters stating they achieve these standards. Document number DEL-IMS-213 should be used for this purpose.

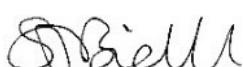
1. All employees/ subcontractors are permitted to work in the UK
2. Employment shall be free and not enforced.
3. Work shall be carried out for at least minimum statutory levels of pay.
4. Child labour shall not be employed.
5. Working conditions shall be safe and hygienic.
6. Working hours shall not be excessive and shall comply with national legislation, overtime shall be voluntary.
7. Harsh or oppressive treatment of persons shall not be allowed.
8. Discrimination shall not be allowed.
9. Human Rights shall be protected.
10. Materials shall be sourced and produced in so far as is possible to have the least negative impact on the environment and where possible from sustainable sources.

Should suppliers/contractors violate these rights and/ or are not willing to reach the standards above we will source materials elsewhere.

The purpose of this policy is to promote good labour and environmental standards in the workplace. It will be communicated to all management and those personnel involved in the sourcing of materials.

This policy will be reviewed on an annual basis and amended as necessary.

Signed



Date 12/02/2026

Title

Director