



Modern Slavery Policy Statement

This statement is made pursuant to section 54 of the modern Slavery Act 2015 and sets out the steps that AVOptics Ltd have taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

High Risk Areas:

The following activities are considered to be at risk of modern slavery within AVOptics Ltd and the list will be reviewed and updated from time to time:

- Use of staff by suppliers to AVOptics Ltd where the suppliers' processes are not compliant.
- Employment of sub consultants or suppliers where their work practices may be non-compliant.

Our Policies:

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Equal Opportunities Policy: We are fully committed to ensuring that equal opportunities are implemented and maintained. All terms and conditions of service apply on a fair and consistent basis to every member of staff.
- Business Conduct Policy: This Policy explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our Suppliers:

AVOptics Ltd maintains an approved supplier list. To ensure all those in our supply chain and subcontractors comply with our values we conduct due diligence on all suppliers before allowing them to become an approved supplier.

We evaluate modern slavery and human trafficking risks through the completion of our 'Supplier Assessment Form'.

We are committed as an organisation to tackling modern slavery and human trafficking and want to work with suppliers who share our values.



Our Performance Indicators:

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

This statement has been approved by the Managing Director of AVoptics Ltd who will review and update as necessary annually.

This statement is made pursuant of section 54(1) of the Act and constitutes our slavery and human trafficking statement for the year ending December 2022.