



MODERN DAY SLAVERY AND HUMAN TRAFFICKING POLICY

CR Encapsulation Limited (the "Company") is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chain. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

The organisation structure of the business is a privately owned enterprise that provides underwater connectivity for its customers. Within the supply of component parts there are relationships with external businesses for the sourcing of materials. These as well as the suppliers of services make up the Company's supply chain.

As part of the Company's due diligence process into slavery and human trafficking the vendor approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment, commensurate with the size of the business, to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chain.

This policy statement will be reviewed annually and published.

A handwritten signature in blue ink, appearing to read 'R MAIR', is written over a light blue horizontal line.

R MAIR
Managing Director
3 September 2019

Next review date: 2 September 2020