



Modern Slavery and Human Trafficking Policy Statement



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Kao Data Head Office Location

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Kao Data Campus Locations

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1 Purpose

The purpose of the Modern Slavery and Human Trafficking Policy is to give clear guidance to employees, contractors, third parties and other individuals on what is expected of them.

2 Statement

Kao Data is wholly committed to setting the highest ethical standards and implementing practices that serve to combat both Modern Slavery and Human Trafficking. To that end, Integrity and transparency are of the utmost importance to us, and we take an absolute zero tolerance attitude towards any unethical practices of any kind, whether committed by employees or by third parties acting for or on behalf of Kao Data.

Kao Data has an extensive set of HR policies in place to protect the workforce. These include but are not limited to Equality, Inclusion and Diversity as well as Equal Opportunities and our Code of Conduct. Our policies, their deployment and availability and continue applicability are reviewed and evaluated on an annual basis as a minimum and updated where there are any changes to legislation that affects the business.

Kao Data expects the same high standards from all its contractors and suppliers. As part of the onboarding process, we evaluate suppliers to ensure there is no use of forced, compulsory or trafficked labour, the usage of any workforce of any gender, age or religion that is held in any form that could be construed as slavery or servitude. Kao Data has a Suppliers Code of Conduct Policy, which it expects is Contractors / Suppliers to adhere to and any associated Supplier Chain. Kao Data specifically expects that suppliers demonstrate the standards they use to manage the risk of modern slavery in their own supply chain. A Modern Slavery and Human Trafficking Policy and or Statement is requested from all Contractors / Suppliers. Periodic reviews are undertaken on Kao Data Suppliers, to ensure all information is accurate and up to date and still comply with Kao Data Standards and remain on their approved suppliers matrix.

The Policy is communicated to all person(s) working for or on behalf of Kao Data (as part of induction training), is available to all employees via the IMS and is displayed in each office location to continually remind employees of the Company's commitment.

The Policy is also available upon request to all interested parties such as clients, investors, and suppliers.

The Policy is reviewed to ensure its ongoing suitability by the senior management team who recommend amendments and updates to the policy as part of the continual service improvement process, with an annual review of this policy undertaken annually as a minimum.

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