

## Modern Slavery Statement

**This policy applies to all persons working with or for Invinity in any capacity.**

Invinity is committed to achieving the highest level of ethical standards and to implementing sound governance arrangements to ensure integrity and transparency in our business activity. We embrace the principles of fairness, inclusion and respect in everything we do. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

As part of our approach in combating the threat of modern slavery and human trafficking Invinity will:

- Adopt a Zero Tolerance approach to modern day slavery and human trafficking and will not knowingly support or deal with any business, supplier or organisation involved in slavery or human trafficking.
- Remain vigilant in regard to any aspects of our operations and supply chain where opportunities may exist for modern slavery or human trafficking.
- Communicate with our employees to raise awareness and understanding of this issue.
- Commit to promptly and thoroughly investigate any claims or indications that a supplier of goods or services to the business is engaging in human trafficking or slave labour.
- Ensure that existing and new suppliers to our business will be required to confirm that there is no evidence of any act of modern-day slavery or human trafficking within their organisation, or that of their suppliers.

Our Modern Slavery Statement will be reviewed annually.