



## Modern Slavery Policy

### Purpose

We are a UK-based business supplying 3D-printing materials. This policy sets out how we prevent modern slavery and human trafficking in our operations and supply chain in a proportionate, practical way.

### Scope

Applies to all activities under our control and influence, including procurement, manufacturing partners, logistics/3PL warehousing, and relationships with contractors, agents and other third parties. It covers all colleagues, applicants, temporary workers, contractors and suppliers.

### Our Policy Statement

We will:

- Comply with applicable laws and relevant guidance on modern slavery and human trafficking.
- Prohibit the use of forced, bonded or compulsory labour, child labour, and all forms of human trafficking.
- Work with suppliers and partners who uphold equivalent standards and expect them to cascade these standards to their own supply chains.
- Take a risk-based approach to due diligence and act promptly on concerns.
- Protect those who raise concerns and prohibit retaliation.
- Continually improve through practical objectives reviewed at least annually.

### Governance & Accountability

- Overall accountability rests with our Managing Director.
- A designated Compliance/Regulatory Lead coordinates this policy, risk assessment and reporting.
- Managers ensure implementation within their functions.
- All colleagues must follow this policy and report concerns without delay.

### Risk Assessment & Due Diligence

- Identify higher-risk categories (e.g., raw materials, packaging, logistics, outsourced manufacturing, high-risk geographies).
- Apply proportionate checks when onboarding and renewing suppliers (e.g., self-declarations, contract clauses, basic screening).
- Where risks are elevated, seek additional evidence (e.g., codes of conduct acceptance, third-party certificates/assurances where available, corrective-action plans).
- Review risks periodically and when circumstances change.



## **Suppliers & Partners**

- Include modern-slavery expectations in purchase terms or separate supplier standards.
- Expect suppliers to maintain lawful employment practices, including: freely chosen employment; no recruitment fees; transparent terms; timely wages; working hours compliant with local law; and freedom to leave with reasonable notice.
- Reserve the right to investigate credible concerns and work with suppliers on remediation; where issues persist, we may suspend or terminate relationships.

## **Recruitment & Employment**

- Verify right-to-work status and age of employment.
- Do not charge recruitment fees; do not retain identity documents.
- Provide clear employment terms in a language the individual understands.
- Support reasonable access to grievance processes and remedy.

## **Training & Awareness**

- Provide proportionate awareness for managers and teams involved in procurement, supplier management and operations.
- Refresh training at sensible intervals or when risks change.

## **Reporting Concerns & Whistleblowing**

- Concerns can be raised to a line manager, the Compliance/Regulatory Lead or via the usual company reporting routes.
- We will handle reports sensitively and, where appropriate, confidentially.
- No one will suffer detriment for raising a concern in good faith.

## **Investigation & Remediation**

- Assess credible allegations promptly and fairly.
- Where harm is identified, prioritise remediation for affected individuals in line with local law and good practice.
- Track actions to closure and record outcomes proportionately.



## Monitoring & Review

- Track simple indicators (e.g., completion of supplier declarations, training completion, concerns raised/resolved, corrective actions closed).
- Review this policy and related actions at least annually and when laws, operations or risks change.

## Communication

- This policy is published internally and externally.
- Where legally required, we will publish a transparency statement and update it periodically.

## Version & Approval

This declaration has been created electronically and is valid without signature until a revised version is published. For further details, please contact Filamentive at the address above.

**Version:** 1.0

**Effective date:** 10 September 2025