

HUMAN TRAFFICKING AND SLAVERY POLICY

This policy outlines the efforts Norco Group Ltd will make under the Modern Slavery Act 2015 to seek to eradicate human trafficking and slavery from our supply chains. Norco opposes any use of slavery or human trafficking in the manufacture and distribution of our products and fully supports the promotion of ethical and lawful business practices within our workplace. Norco will not tolerate or condone any form or practice that constitutes human trafficking or slavery within our company.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of Norco. Norco will conduct internal verification of product supply chains to evaluate and address the risks of human trafficking and slavery.

We expect our suppliers to conduct their business with the same commitment to ethical business practices as Norco which include:

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

A full copy of the Modern Slavery Act 2015 will be accessible to all employees electronically or can be obtained from the QHSE Advisor upon request.

This Policy will be reviewed and published annually.

Signature

A handwritten signature in black ink, appearing to be "Len Robertson", written over a horizontal line.

Len Robertson
Director
Norco Group Limited

Date: 14/03/2023