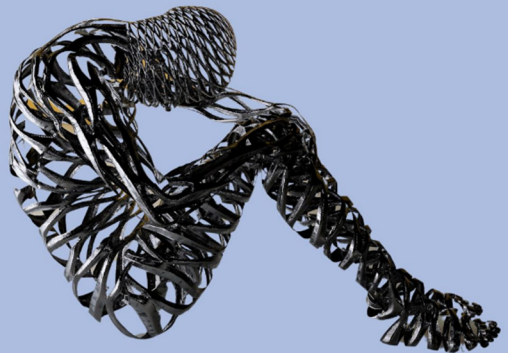


Modern day slavery & human trafficking policy statement



Solid State Plc - Modern day slavery & human trafficking policy statement

The Modern Slavery Act 2015 (the 'Act') mandates that Solid State PLC Group (Solid State Group) which includes Solid State PLC and all subsidiaries prepares a slavery and human trafficking statement each financial year.

Solid State PLC is the holding company for a group of subsidiaries which are split in to two principal divisions as set out in the organisational structure below:

Organisational Structure:



Solid State Group has a Group Board of Directors operating across the PLC. In addition, we have a Group Executive Board and leadership teams appointed for both our Systems Division and the Components Division.

Modern slavery and human trafficking in all their various forms and guises are a crime in the UK and much of the world and a violation of fundamental human rights.

Specific Information on the content of the 'Act' can be made available on request.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Solid State has a zero-tolerance approach to modern slavery and human trafficking and are committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees, and all other business partners to commit to the same.

The Organisation does not knowingly enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in all the countries we operate in and in many cases exceeds those minimums in relation to its employees.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to the supply of electrical components from various suppliers across the globe. We understand that the Organisation's first-tier suppliers are often manufacturers they are also intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Our Terms and Conditions have been amended to encompass Modern Slavery and Human Trafficking with copies available on request.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

The Organisation takes a risk-based approach to gaining assurance to ensure slavery and/or human trafficking does not take place in its organisation or supply chains.

In obtaining this assurance the Group sets out our expectations in our terms and conditions and based on the risk may seek explicit confirmation of compliance and /or conducting a review/audit of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Responsibility

The Directors and Senior Management of Solid State Group companies have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all persons working for us or on our behalf in any capacity comply with it.

The prevention, detection, and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity (including our employees, suppliers, workers, directors, agents, distributors and all third-party business partners).

Solid State have implemented controls both internally and where possible, externally to ensure compliance with the requirements of the Modern Slavery Act 2015.

Training on this policy and the risk our business faces from Modern Slavery and Human Trafficking forms part of the induction process for all individuals joining the business. Refresher training will be provided as required.

All persons working for Solid State or on their behalf in any capacity must read, understand, and comply with and avoid any activity that might lead to, or suggest, a breach of this policy. They must notify their immediate manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future and raise concerns about any issue or suspicion of modern slavery in any part of our business as early as possible. To date no issues have been recorded in relation to the 'Act'.

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually. Solid State will continue to review both its internal and external operations to check compliance with the above policy, and to check that it is being implemented effectively.

G Marsh
CEO

Policy approved by the Board of Directors on 1st April 2025.

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