



ETL complies with all national and international laws and regulations regarding slavery, child labour, human trafficking, labour standards and human rights expectations, including concordance of practice with the Modern Slavery Act 2015.

ETL complies with the International Labour Organisation (ILO) Child Labour Convention. Specifically, the Minimum Age Convention, 1973 (No.138) requirements, and the Worst Forms of Child Labour Convention, 1999 (No. 182) requirements. ETL will not use unlawful child labour, nor knowingly accept commodities, products and/or services from suppliers that employ or utilise child labour.

We understand that our biggest exposure to Modern Slavery is in our product supply chains. ETL's Supplier Code of Conduct states the following:

Suppliers must comply with all national and international laws and regulations regarding slavery, child labour, human trafficking, labour standards and human rights expectations.

Suppliers must comply with the International Labour Organisation (ILO) Child Labour Convention. Specifically, the Minimum Age Convention, 1973 (No.138) requirements, and the Worst Forms of Child Labour Convention, 1999 (No. 182) requirements. Suppliers will not use unlawful child labour, nor will they knowingly accept commodities, products and/or services from suppliers that employ or utilise child labour.

If the supplier is based, partly or wholly, in the United Kingdom, the supplier acknowledges concordance of practice with the Modern Slavery Act 2015.

| Approved by | Position | Date | Signed |
|--------------------|-----------------|------------------|---------------------------------------------------------------------------------------|
| Kevin Dunne | CEO | 19 February 2024 |  |