

## Anti-Slavery Policy

Icomera provides internet connectivity and application platforms, integrated systems connectivity, digital solutions, along with the delivery of design led projects from concept to implementation for passenger & freight transportation and public safety systems.

Icomera mainly work for clients within the transportation sector and our team have extensive experience of the bus and rail vehicle market, working at all tiers of the supply chain. This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by Icomera to understand all potential modern slavery risks related to its business, and the actions undertaken to mitigate any such risks.

Icomera are committed to delivering high standards of corporate governance, a key element of which is managing the Group in a socially responsible way. The Group aims to employ the highest ethical and professional standards, whilst always aiming to comply with all national and local laws and regulations applicable to our business; it follows that Icomera is fully committed to preventing slavery and human trafficking in its corporate activities and its supply chains.

This commitment is emphasised in our business ethics, core values and pledge to act with integrity and sincerity, within our Code of Conduct Policy and employee training. Icomera also expects the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers.

Due to the nature of our business and our approach to governance, we assess that there is very low risk of slavery and human trafficking in our business and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards, customer standards and/or our company policies.

We look to our employees' support and professionalism in helping to make this policy truly effective on behalf of Icomera.