

# Modern Slavery Statement

## Introduction

Spy Alarms respects human rights and workplace rights. The company is committed to conducting its business in a manner that protects these rights, and prohibits and opposes all forms of modern slavery, servitude, forced labour and human trafficking.

## Policies and Practices

### Code of Conduct

Spy Alarms respects human rights and workplace rights. The company is committed to conducting its business in a manner that protects these rights, and prohibits and opposes all forms of modern slavery, servitude, forced labour and human trafficking

### Suppliers and Subcontractors

Spy Alarms endeavours to maintain business relationships with suppliers and subcontractors that are committed to respecting human rights and workplace rights. Consistent with the company's ongoing review of its business practices, and as the understanding of and approaches to address the complex issue of modern slavery and human trafficking develop, The company expects to further refine its policies or practices as it deems appropriate and effective.

### Employees

Spy Alarms respects and values its employees. To ensure that our employees are not subject to undue influence and are treated fairly and with respect, The company has human resource policies and procedures, as well as recruitment processes, in place. These policies are audited on a regular and ongoing basis.

### Awareness

Spy Alarms requires that all of its directors and employees, including all executive officers and senior financial officers, comply with this policy. At new hire orientation and training, and periodically thereafter, all employees receive a copy of and are required to attest to receiving and understanding this policy.

## Whistleblowing

Employees can confidentially report any concerns, which may include, concerns relating to modern slavery and human trafficking. These reports are then investigated in accordance with company policies and procedures.

## Accountability

This policy governs and guides the business conduct of Spy Alarms and its employees. As we hold ourselves to these high ethical principles and values, we endeavour to ensure that the business conduct of our suppliers and subcontractors comply with all laws and that suppliers and subcontractors will embrace our ethical principles and values.

Violations of This policy by our employees may subject them to disciplinary action, including dismissal (unless prohibited by law). We also reserve the right, pursuant to contractual provisions or to the extent permitted by law, to terminate relationships with third parties who violate the spirit of this policy or who otherwise engage in illegal activities.