

## Introduction

This Modern Slavery statement is presented by Hyrenco and is applicable to all its subsidiaries. This declaration is issued in accordance with the requirements outlined in Section 54 of the UK Modern Slavery Act 2015.

Modern slavery, encompassing various forms such as slavery, servitude, forced and compulsory labour, and human trafficking, represents a criminal act and a violation of fundamental human rights. These illicit practices share the common element of depriving individuals of their liberty for the purpose of exploitation, whether for personal or commercial gain.

We maintain a firm zero-tolerance stance against modern slavery and are unwavering in our commitment to conducting our business ethically and with integrity. We pledge to establish and enforce robust systems and controls to prevent modern slavery within our own business operations and throughout our supply chains.

Transparency is paramount to our approach in addressing modern slavery both within our organization and across our supply chains. This commitment aligns with our disclosure obligations under the Modern Slavery Act 2015.

We hold our affiliated companies, contractors, suppliers, and other business partners to the same high standards. In the upcoming year, as part of our contracting processes, we will explicitly prohibit the use of forced, compulsory, or trafficked labour, as well as any form of slavery or servitude, for both adults and children. Furthermore, we anticipate that our suppliers will impose similar stringent standards on their own supply chains.

This policy applies to all individuals working for us or on our behalf in any capacity, including employees at all levels, directors, managers, contractors, freelancers, external consultants, third-party representatives, and business partners.

## Responsibility for the policy

The board of Hyrenco AS recognizes its duty in shaping the ethical and strategic direction of the company. The CEO of Hyrenco is entrusted with operational management.

A cross-functional working group, including the HR- and HSEQ Director, has been established, which reports directly to the CEO. This group is mandated to assess and respond in accordance with the requirements of anti-slavery legislation.

Management at all levels bears the responsibility of ensuring that those under their supervision understand and adhere to this policy. Additionally, they are responsible for delivering sufficient and regular training on both the policy and the broader issue of modern slavery within supply chains.

We welcome your insights on this policy and encourage you to propose potential improvements. Comments, suggestions, and queries are strongly encouraged and should be directed to the CEO. Your input plays a vital role in our ongoing commitment to continuously improve our efforts in addressing the challenges posed by modern slavery.

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## Compliance with the policy

You must ensure that you read, understand, and comply with this policy.

The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your line manager or a company Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your line manager or company Director or report it in accordance with our Whistleblowing Policy as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your line manager or company Director.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavorable treatment connected with raising a concern.

If you believe that you have suffered any such treatment, you should inform your line manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Whistle blowing system.

## Training

Our primary focus is on enhancing participants' comprehension of modern slavery and their ability to address it within our operations and supply chains. This emphasis is specifically reflected in our training initiatives, which include:

- Human rights training course, including a section on modern slavery.
- Specialized training on human rights in the supply chain, incorporating relevant aspects of modern slavery.

These training programs are made accessible to all employees, contracted freelancers, and our suppliers. Our objective is to deepen our understanding, assess our impact, and concentrate on our responsibility to advocate and ensure the respect for fundamental human rights and decent working conditions throughout our supply chain.

Our commitment involves continuous efforts to underscore the significance of preventing modern slavery and breaches of human rights and decent working conditions within our organization. We aim to achieve this through continued employee training initiatives and effective communication strategies.

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The Board of Directors of Hyrenco has thoroughly reviewed and approved this statement. They confirm that, to the best of their knowledge, the information presented in the statement has been prepared in accordance with the requirements outlined in Section 54 of the UK Modern Slavery Act 2015 and associated regulations. The responsibility for signing this statement has been delegated to the Chief Executive Office of Hyrenco.



Sabri Rahaoui  
CEO, Hyrenco SARL

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