




CMTG HR POLICY AND PROCEDURE NO. 023

ANTI-SLAVERY & HUMAN TRAFFICKING POLICY AND PROCEDURE

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Date: 29th March 2023

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The Company recognises that the execution of our activities involves the use of labour procured through our business and supply chains and understands that this entails the risk that modern slavery and human trafficking may take place. Modern slavery is a crime and a violation of fundamental human rights.

It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all of our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in either our own business, or in any of the businesses of our supply chains.

We are committed to ensuring that there is transparency in our business and in our approach to tackling modern slavery that is consistent with our disclosure obligations under the Modern Slavery Act 2015.

We will take an intelligent approach to ensuring that our business and supply chains have effective systems and controls in place to ensure that slavery does not take place. Our employees and supply chain will work together in alignment with our internal processes to ensure compliance with the Modern Slavery Act 2015.

We are committed to implementing systems and processes to ensure that there is zero-tolerance towards any acts of modern slavery within our business and throughout our supply chains.

We believe that modern slavery violates fundamental human rights and we are committed to play our part in ensuring that this does not take place within our community.

We will ensure compliance with the requirements of the Modern Slavery Act 2015.

We will encourage openness and provide support to anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring that no one suffers any detrimental treatment as a result 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 the businesses of any of our supply chains.

We will communicate our zero-tolerance approach to modern slavery with our supply chain and business partners at the outset of our business relationship with them. This policy will be made available to all new employees, our supply chain and to any other interested parties upon request. Revisions will be communicated to those affected by the changes.

Our employees have a personal responsibility to report any actual or suspected instances of modern slavery throughout the business or supply chain to the HR department. Breaches of this policy will be dealt with under CMG disciplinary procedures and could lead to dismissal in appropriate circumstances.

This policy will be reviewed annually and at such other times as may be required, to ensure it remains relevant and appropriate to the aims and objectives of the Company.