Annex B to PERSONNEL MANAGEMENT PLAN / NUMIDIAN

CALIAN UK MODERN SLAVERY ACT STATEMENT – FISCAL YEAR 2022

Introduction

Calian UK Ltd. (“Calian UK”) recognises and understands its responsibility to manage and seek to prevent, the risks of modern slavery and human trafficking, forced, bonded and child labour and to respect human rights in our operations and our supply chain. Our commitment to our stakeholders is clear – we will always treat people in our business and supply chain fairly and with respect. We do not tolerate slavery or human trafficking within our company or in our suppliers and subcontractors. We have and will continue to review and improve our practices to ensure that we have effective responses to prevent and remEDIATE any negative impact on human rights. We remain committed to raising awareness of this complex issue while maintain and improving our procedures to enable compliance with Section 54 of the UK Modern Slavery Act 2015 (the “Act”).

Organisation Structure and Supply Chain

Calian UK is a wholly owned subsidiary of Calian Group Ltd. that provides specialist solutions across four key areas: Advanced Technologies, Health, IT and Cyber, and Learning.

Our operations, clientele, and supply chains focus on the following industries: Agriculture, Aerospace and Defence, Environment and Nuclear, Education, Health, Public Safety and Security, Municipalities and Remote Communities.

Our Values

At Calian UK, how we do business is just as important as the business we do. This is reflected in our values - the principles that guide the decisions we make every day.

Integrity. We hold ourselves accountable for the actions we take. Our duty is to help the world move forward. We place our customer interests first and deliver on the promises we make. We empower our customers, partners, and employees to succeed.

Teamwork. Effective collaboration delivers better solutions. We embrace our diversity and collective experience—and put it to work on behalf of our customers. We work effectively together, providing our customers with quicker problem solving and more innovative and effective solutions.

Innovation. At Calian UK, solving complex problems is our passion. We engineer innovative, creative solutions to difficult, complex challenges that affect us all. We solve customer problems by bringing the right solutions, technology, people, and partners together.

Customer Commitment. Business problems are ultimately human problems. Everything we do is measured against the confidence, progress and success of our customers, our partners, and our employees. We are honest, work hard and are a pleasure to deal with.
Our Policies in Relation to Slavery and Human Trafficking

Guide to Ethical Business Practices. The standards in Callian’s Guide to Ethical Business Practices (the “Guide”), as implemented by Callian UK’s parent company, are intended for not only all Callian UK employees, management and executives, but also all parties who work on its behalf to embrace the principles in the Guide. Each member of the organization has the personal responsibility to make sure that their actions abide by the Guide and the laws that apply to the work of the organization.

The Guide outlines how the company and all its employees are expected to observe a basic code of conduct in all activities. In particular, each must: (1) Conduct business in accordance with high ethical standards; (2) Be aware of and abide by the laws all jurisdictions in which we do business; (3) Adhere to the spirit of the law and observe recognized standards of fair dealing and personal integrity; (4) Be dedicated and loyal to the company and the communities in which we are doing business; (5) Use company and customer resources appropriately; and (6) Neither condone nor ratify any illegal or unethical acts for any reasons.

Personnel Management Plan. Callian UK’s Personnel Management Plan (the “PMP”) describes the processes and procedures that will be used to specifically staff NUMIDIAN. Its scope includes roles and responsibilities, project organisation, human resource (HR) policy, staff management processes, staff skill sets, staff acquisition, staff development, and performance monitoring. The PMP includes a Code of Conduct section (Section 3.0) that reflects and reiterates the basic code of conduct in the Guide, as outlined above. Further, the PMP also includes a Modern Slavery section (Section 9.7) that outlines Callian UK’s commitment to combatting modern slavery and human trafficking, as further described herein.

Due Diligence and Risk Assessment

Monitoring suppliers is and will continue to be an integral part of our quality management system. We seek a commitment from suppliers that they conduct their business in compliance with our ethical business practices. We take a risk-based approach to our contracting processes and maintain them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with suppliers and other third parties.

Consistent with our risk-based approach, we may require:

- Employment and recruitment agencies and other third parties supplying workers to our organisation to expressly confirm compliance with the Guide and the Act.

- Suppliers engaging workers through a third party to obtain such third party’s agreement to adhere to the Guide and the Act.

- As part of our ongoing risk assessment and due diligence processes, we will consider whether circumstances warrant audits of suppliers to be conducted in order to affirm their compliance with the Guide and the Act.

- If we find that other individuals or organisations working on our behalf are in breach of the Guide or the Act, we will ensure that we take immediate and appropriate action to address such breach. This may range from considering the possibility of breaches being remedied and whether that represents the best outcome for those individuals impacted by the breach, to terminating such relationships altogether.
Training

All new staff are advised of Calian UK’s approach to combatting slavery and human trafficking as part of the introduction and company familiarisation processes. All new staff are instructed to read and understand the Guide, PMP and this Statement. Existing staff are provided revision and review training as part of their continual in-house training and education program.

Calian UK Commitments

- We shall be a company that expects everyone working with us or on our behalf to safeguard against modern slavery and human trafficking.

- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery and human trafficking in our operations and supply chain.

- We are committed to the prevention, detection, and reporting of modern slavery and human trafficking in any part of our organisation and supply chain.

- Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of the Guide or the Act.

- We are committed to having a zero-tolerance approach to modern slavery and human trafficking in our organisation and our supply chains.

Monitoring and Review

We will continue to ensure that all existing and new suppliers fully comply with the Guide and the Act as part of our supplier review and approval process.

Calian UK may amend this Statement at any time to improve its effectiveness at combating slavery, human trafficking, and indentured servitude.

Signed and approved by the directors of Calian UK Ltd. this 3rd day of November, 2022.

Rex Barnes
Director
CALIAN UK Ltd.

Kevin Ford
Director
CALIAN UK Ltd.