

MODERN SLAVERY AND CHILD LABOUR POLICY

Byte Construct's Commitment: Byte Construct is resolutely against modern slavery and child labour, dedicating itself to opposing these practices from our business operations and supply chain. Our efforts align with the United Nations' Sustainable Development Goals.

Policy Implementation:

- **Compliance:** We strictly adhere to industrial instruments, employment contracts, applicable laws, codes of practice, and our Code of Business Conduct.
- **Age Restrictions:** We comply with legal restrictions on employing individuals under the age of 15, ensuring they are not exposed to hazardous work, night shifts, or extended working hours. This policy also applies to Byte Construct subcontractors.
- **Risk Assessments:** We regularly conduct risk assessments to identify and address potential supply chain risks related to modern slavery or child labour. We engage only with suppliers and subcontractors who share our commitment to these values.
- **Contractual Clauses:** We include explicit clauses in all contractual documentation prohibiting any form of slavery or forced labour.
- **Disciplinary Action:** We address any non-compliance or breaches of this policy through disciplinary actions, which may include termination of employment or contracts.

A handwritten signature in black ink, appearing to read "T. Hare".

Terry Hare
2nd July 2026

A handwritten signature in blue ink, appearing to read "G. Boulton".

Glen Boulton
2nd July 2026

A handwritten signature in black ink, appearing to read "S. Kamal".

Siva Kamal
2nd July 2026