



ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Whilst Impulse Embedded Limited are not subject to the the Modern Slavery Act 2015 and are not required to prepare and publish a statement setting out the steps taken during that financial year to ensure that slavery and human trafficking are not taking place.

Impulse Embedded Limited is committed to working with a supply chain that is committed preventing modern slavery and human trafficking from affecting any part of our business and the suppliers to Impulse Embedded Limited.

Impulse Embedded Limited has offices in the United Kingdom and the vast majority of our suppliers are based in Taiwan, the European Union and the United States of America. Our company operates as a system integrator and supplier of industrial computing products. In light of where we do business, where our suppliers are based and the industry in which we operate, we consider that there is an extremely low risk that modern slavery and human trafficking may affect our business.

Nonetheless, we adopt policies and procedures which are designed to:

- Ensure all relevant staff are alert to the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our business and supply chains

Our process for contracting with suppliers includes checks to remain vigilant to any risk of modern slavery and human trafficking. We require staff engaged in the process for the selection of suppliers to conduct reasonable checks and due diligence to ensure that modern slavery and human trafficking does not affect any supplier. This due diligence may include (but is not limited to) raising enquiries with the supplier, asking them to provide a copy of relevant policies and documents, where necessary, verifying the physical working conditions for the suppliers' staff and contractors.

In respect of staff employed by Impulse Embedded Limited, our staff are also advised to notify the Impulse Directors and HR Department immediately if they have any concerns so that the company can then take appropriate action. Our Employee Handbook makes clear to employees the actions and behaviour expected of them when representing the organisation and we strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.

In addition, our HR team continues to ensure that we comply with all applicable laws in the territories in which we are based and we only use specified, reputable employment agencies and practices to source labour.

We are proud of the work environment we provide to our staff and the professional and ethical culture that permeates our business.