

Thames Side Sensors Ltd.

Modern Slavery and Human Trafficking Policy and Commitment Statement

1. Purpose

Thames Side Sensors Ltd. is committed to conducting its business ethically and responsibly and to taking reasonable and proportionate steps to reduce the risk of modern slavery and human trafficking within its operations and supply chains.

This voluntary policy and commitment statement sets out our position, the standards we expect within our own business and supply chain, our approach to relevant risks, and how concerns may be raised and addressed.

Thames Side Sensors Ltd. is not currently required to publish an annual slavery and human trafficking statement under section 54 of the Modern Slavery Act 2015. This document is therefore a voluntary Policy and Commitment Statement and is not intended to constitute a statutory annual statement.

2. Our commitment

Thames Side Sensors Ltd. does not tolerate slavery, servitude, forced or compulsory labour, human trafficking, debt bondage, unlawful child labour or other forms of labour exploitation.

We:

- Act ethically and with integrity in our business relationships.
- Provide employment that is freely chosen and treat workers with dignity and respect.
- Consider modern slavery risk where relevant to employment, purchasing and supply-chain decisions.
- Take credible concerns seriously and make proportionate enquiries.
- Work constructively with relevant organisations where improvements are required.
- Review our approach as our business and supply chains evolve.

We recognise that complete visibility throughout every tier of an international supply chain may not always be possible.

Our commitment is to remain alert to relevant risks and take reasonable action when credible concerns are identified.

Note: Thames Side Sensors Ltd. reserves the right to amend this policy and statement at any time without prior notice.

3. Scope

This policy applies to directors and employees at all levels, temporary and agency workers, contractors and consultants, recruitment agencies and labour providers, suppliers and subcontractors, and other persons or organisations providing goods or services to, or acting on behalf of, Thames Side Sensors Ltd.

4. Meaning of modern slavery

For the purposes of this policy, modern slavery includes slavery or servitude; forced or compulsory labour; human trafficking; debt bondage; unlawful child labour; and other labour exploitation involving coercion, deception, restricted movement, withheld wages or unlawful retention of identity documents.

5. Our business and supply chain

Thames Side Sensors Ltd. designs, manufactures and supplies load cells, weighing assemblies and related instrumentation for industrial weighing, OEM machinery, force measurement and process applications. Our activities include product design and engineering, purchasing, manufacturing and assembly, testing and quality control, warehousing, distribution, technical support and after-sales service.

Thames Side Sensors Ltd. operates within an international manufacturing and supply-chain network. This may include manufacturing and processing operations, suppliers of raw materials, components and finished products, logistics providers, labour providers and professional or technical services.

We recognise that employment practices, labour markets, regulatory frameworks and supply-chain structures vary between jurisdictions. We therefore seek to maintain appropriate visibility of key manufacturing and supply relationships and apply a proportionate, risk-based approach.

6. Standards within our own operations

Thames Side Sensors Ltd. aims to maintain working arrangements under which:

- Employment is freely chosen and employees receive clear information about their principal terms and conditions.
- Pay, working hours and rest periods comply with applicable legal requirements.
- Employees and workers are treated fairly, professionally and with dignity.
- Identity documents are not retained as a condition of employment.
- Employees are not required by Thames Side Sensors Ltd. to pay recruitment fees to obtain work.
- Employees may leave their employment in accordance with their contractual and legal rights.
- Workplaces are maintained with proper regard for health and safety.
- Unlawful discrimination, harassment, intimidation and exploitation are not tolerated.

We expect recruitment agencies and labour providers used by Thames Side Sensors Ltd. to comply with applicable employment, recruitment and anti-slavery legislation.

Note: Thames Side Sensors Ltd. reserves the right to amend this policy and statement at any time without prior notice.

7. Prohibited conduct

No employee, director, contractor or other person acting for or on behalf of Thames Side Sensors Ltd. may knowingly use, facilitate or benefit from forced or trafficked labour; use threats, intimidation, deception or coercion to obtain labour; unlawfully retain identity documents; impose coercive recruitment fees or debts; restrict movement or withhold wages as a means of control; use unlawful child labour; conceal suspected exploitation; or retaliate against a person raising a genuine concern.

8. Risk assessment

Modern slavery risk can vary according to the goods or services provided, the location in which activities take place, local labour-market conditions, recruitment practices and the extent to which activities are undertaken through other organisations.

Relevant indicators may include:

- Operations in locations or sectors associated with increased labour or human-rights risk.
- Labour-intensive activities or extensive use of temporary, migrant, contract or agency labour.
- Manufacturing or processing where Thames Side Sensors Ltd. has limited visibility of recruitment or employment practices.
- Recruitment through several agencies or labour intermediaries.
- Complex or unclear subcontracting arrangements.
- Prices or delivery demands that appear inconsistent with lawful labour costs or safe working practices.
- Reluctance to provide reasonable information about labour, recruitment or subcontracting practices.
- Credible adverse information, retained identity documents, restricted movement, recruitment fees, unexplained wage deductions or unresolved previous concerns.

The presence of a risk factor does not necessarily mean that modern slavery is occurring. It may indicate that further consideration, enquiry or engagement is appropriate. Our response will take account of the nature and significance of the relationship, the information reasonably available and our ability to influence the organisation concerned.

9. Supplier selection and due diligence

Thames Side Sensors Ltd. seeks to work with suppliers and other organisations within its manufacturing and supply chain that conduct their operations responsibly and comply with applicable legal requirements.

The nature and extent of our checks will be risk-based and proportionate.

Depending on the circumstances, these may include:

- Reviewing available information about the organisation, its location, activities and the goods or services provided.
- Considering relevant country, sector, labour-market and subcontracting risks.

Note: Thames Side Sensors Ltd. reserves the right to amend this policy and statement at any time without prior notice.

- Seeking to understand whether significant activities are undertaken directly or subcontracted.
- Discussing labour or recruitment practices where a relevant risk or concern arises.
- Requesting appropriate policies, declarations, questionnaires or supporting information.
- Reviewing public information or visiting premises where appropriate as part of normal commercial, technical or quality-management activities.
- Seeking written confirmation of compliance with applicable laws where appropriate.
- Requesting clarification or corrective action when a concern is identified.
- Reconsidering or restricting a relationship where a serious concern is not addressed appropriately.

Not every organisation will be subject to every measure. Commercial, technical or quality audits will not be described as modern slavery or labour-practice audits unless those matters were specifically within their scope.

10. Supply-chain expectations

Thames Side Sensors Ltd. expects suppliers and other relevant organisations within its manufacturing and supply chain to:

- Comply with applicable modern slavery, human trafficking and employment laws.
- Ensure work is freely chosen and prohibit forced, bonded or trafficked labour and unlawful child labour.
- Not retain identity documents unlawfully or use threats, coercion or violence to obtain or retain labour.
- Provide pay, working hours, rest periods and safe working conditions in accordance with applicable law.
- Use lawful recruitment practices and give appropriate consideration to risks involving labour providers, subcontractors and other intermediaries.
- Respond accurately to reasonable enquiries and take appropriate corrective action where a relevant problem is identified.
- Take reasonable steps to manage relevant risks within the parts of their supply chains involved in providing goods or services to Thames Side Sensors Ltd.

We seek to promote responsible labour practices through reasonable engagement, proportionate expectations and continuous improvement. Serious, deliberate or unresolved breaches may result in reconsideration of the relevant relationship.

11. Responsibilities

Managing Director

The Managing Director approves this policy, oversees material risks and significant concerns, determines whether professional advice or external assistance is required, considers appropriate action where concerns cannot be resolved, and ensures that the policy is reviewed periodically.

Note: Thames Side Sensors Ltd. reserves the right to amend this policy and statement at any time without prior notice.

Managers

Managers are expected to apply the policy within their areas, remain reasonably alert to relevant warning signs, take concerns seriously, cooperate with reasonable enquiries and escalate significant or unresolved matters to the Managing Director.

Employees involved in purchasing, supplier management or recruitment

Relevant employees should consider material country, sector, labour and subcontracting risks; seek sufficient information to understand significant relationships; raise credible concerns; maintain appropriate records of significant enquiries and actions; and avoid claiming that checks, audits or certifications have occurred unless they have actually been completed.

They are not expected to audit or investigate every organisation independently. The level of attention should be reasonable and proportionate to the nature, importance and assessed risk of the relationship.

All Employees

All employees must comply with this policy, treat workers with dignity and respect, avoid activity that could knowingly facilitate exploitation, raise genuine concerns promptly and cooperate with reasonable enquiries.

Employees should not investigate suspected modern slavery themselves where this could place anyone at risk.

12. Awareness

Thames Side Sensors Ltd. does not currently operate a regular formal modern slavery training programme. The need for additional awareness or training will be considered periodically, taking account of the nature and level of risk.

Employees should remain alert to warning signs such as workers appearing controlled or unable to speak freely; retention of identity documents; restricted movement; withheld wages or excessive deductions; recruitment fees or employment-related debt; inability to leave employment freely; seriously unsuitable accommodation connected with employment; or significant differences between stated and observed working practices.

Employees are not expected to decide whether modern slavery is occurring. Genuine concerns should be raised with management for appropriate consideration.

13. Raising concerns

Thames Side Sensors Ltd. encourages employees, suppliers, contractors and other business partners to raise genuine concerns about suspected modern slavery, human trafficking or labour exploitation.

Note: Thames Side Sensors Ltd. reserves the right to amend this policy and statement at any time without prior notice.

Thames Side Sensors Ltd. does not currently operate a separate formal whistleblowing policy. Employees should normally raise a concern with their line manager, the Managing Director or another director where the normal route is not appropriate. Third parties may use their usual company contact or the contact details published by Thames Side Sensors Ltd.

Concerns will be treated seriously and handled as sensitively as reasonably possible. No employee should suffer retaliation or adverse treatment for raising a genuine concern in good faith. Knowingly false or malicious allegations may be addressed under applicable company procedures.

14. Responding to concerns and remediation

Where a concern is raised or identified, Thames Side Sensors Ltd. will respond according to its nature and seriousness. This may include recording and assessing the information, establishing whether anyone is in immediate danger, making proportionate enquiries, obtaining specialist advice, contacting appropriate authorities, agreeing corrective actions and monitoring their completion.

The safety and welfare of potentially affected workers will be considered before significant action is taken. Immediate termination of a relationship will not automatically be the preferred response where responsible engagement and remediation may produce a better outcome. Serious, deliberate or unresolved breaches may nevertheless result in restriction, suspension or termination of the relationship and, where appropriate, referral to the relevant authorities.

15. Monitoring, review and continuous improvement

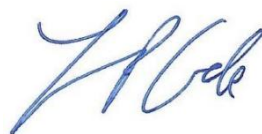
Thames Side Sensors Ltd. does not currently operate a formal set of modern slavery performance indicators. We monitor the effectiveness of our approach through concerns and risks arising in the ordinary course of business, relevant enquiries and any corrective actions required. The absence of reported incidents does not by itself demonstrate that no risk exists.

This policy will be reviewed periodically and may be reviewed earlier following a significant concern, a material change in our business, manufacturing or supply-chain arrangements, or a relevant change in legislation or guidance. We will consider proportionate improvements where these would materially improve our ability to identify, understand or address relevant risks.

16. Approval

This voluntary Modern Slavery and Human Trafficking Policy and Commitment Statement sets out the approach of Thames Side Sensors Ltd. to reducing the risk of modern slavery, human trafficking and labour exploitation within its operations and supply chain.

Approved by: Jean-Pierre Gale
Position: Managing Director
Effective date: 16 October 2026
Version: Rev 1

A handwritten signature in blue ink, appearing to read 'JP Gale'.

Note: Thames Side Sensors Ltd. reserves the right to amend this policy and statement at any time without prior notice.