

Voluntary Modern Slavery and Human Trafficking Statement

Opticon Limited UK

Financial Year Ending: 30 September 2024

This statement is made voluntarily by Opticon Limited UK, a UK-based company and part of the Opticon Group, in support of efforts to combat modern slavery and human trafficking. Although we are not required by section 54 of the UK Modern Slavery Act 2015 to publish a slavery and human trafficking statement, we are committed to acting ethically and with integrity in all our business dealings and relationships.

1. Our Business and Structure

Opticon Ltd is a company based in the UK, operating in the sales of barcode reading equipment as well as electronic shelf labels. We are a wholly-owned subsidiary of Opticon Sensors Europe B.V., located in Hoofddorp, the Netherlands, which operates globally in the manufacture and sale of barcode reading equipment as well as electronic shelf labels.

As a small business, our operations are limited in scope, but we recognise our responsibility to respect human rights and ensure that modern slavery and human trafficking are not taking place in any part of our business or supply chain.

2. Our Supply Chains

Our supply chains are relatively short and typically involve the procurement of our products from our parent company in the Netherlands and of various services from (mainly) UK based suppliers. We aim to work with suppliers who share our commitment to ethical business practices.

3. Our Policies

We are guided by the following principles:

- Respect for human rights and dignity
- Zero tolerance of forced labour, slavery, or human trafficking
- Promoting ethical conduct in our operations and supply chains

We follow the broader policies of our parent company, Opticon Sensors Europe B.V. which include group-wide ethical codes and supplier standards.

Where relevant, our business aligns with the Group's policies on:

- Human Rights and Labour
- Ethical Sourcing and Procurement
- Whistleblowing and Grievance Procedures

4. Due Diligence and Risk Assessment

Due to our small size and low-risk supply base, we have assessed our exposure to modern slavery risks as limited. Nonetheless, we remain vigilant and:

- Conduct informal risk assessments of new suppliers
- Maintain direct relationships with suppliers where possible
- Monitor media and NGO reports related to high-risk sectors and regions

5. Training and Awareness

We aim to raise awareness among relevant staff about the risks of modern slavery and how to identify and report concerns. As part of our commitment:

- Key personnel are briefed on modern slavery risks

6. Continuous Improvement

As our business grows, we aim to strengthen our approach to identifying and addressing modern slavery risks. This includes exploring more formal supplier vetting procedures and expanding internal training resources, in close collaboration with our parent company Opticon Sensors Europe B.V..

Approval

This statement was approved by the director of Opticon Limited on July 1, 2025 and will be reviewed annually.

Signed,



Co Tienhooven
Director
Opticon Limited
July 1, 2025