

Modern Slavery and Human Trafficking Statement

Financial Year 2022

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 31st December 2022.

This statement was approved and signed by the Director of Saticus Ltd, Ilona Guobyte on 4th September 2023.

Overview

We design, produce, and install curtain walls that are distinctive and sustainable, all delivered using the most advanced technologies available. We achieve this by leveraging our more than 20 years of experience complemented by an innovative and agile approach. Our teams in six different countries operate at the cutting edge of the façade industry. As a family-owned company, we always act responsibly by choosing environmentally friendly solutions and minimizing the impact of our operations.

We maximize long-term value for our clients, our partners, and society. We have built a strong track record as a reliable partner to the best-known architects, developers, and contractors. We emphasize our clients' success, tailoring our products and processes to each project which allows us to ensure the best possible result.

Risk Assessment

Staticus opposes slavery in all its forms and has zero tolerance for slavery and human trafficking. Staticus is committed to ensuring human rights are respected and slavery is not taking place within our operations and supply chains. Considering where we do business, our sector, and our supply chains, we believe the risk of modern slavery or forced labor within our business or supply chains is very low.

However, should we identify any potential modern slavery or forced labor issues in our business or supply chain, we will investigate them and take appropriate action to address any identified concerns. All employees are expected to report any concerns as a matter of priority and may do so on a confidential and anonymous basis via the Staticus hotline <http://anonymouse.org/anonemail.html>, accessible by all Staticus employees globally.

Policy on Anti-Slavery and Human Trafficking

As a company we are aware that slavery and human trafficking, including servitude and forced labor, exists in every region of the world and in all types of economy and industry and is a growing issue; however, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Global Anti-Slavery and Anti-Human Trafficking Statement reflects our commitment to use only legal and ethical business practices and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Employee Awareness and Annual Review

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chain and our business, our employees are familiar with the content of the policy and the statement. Staticus Global Anti-Slavery and Anti-Human Trafficking Statements are to be reviewed on an annual basis.

Accountability

Our Global Anti-Slavery and Anti-Human Trafficking Statement is available to the public at www.staticus.com and internally to all employees via our internal Corporate Policies site. We require all employees, contractors, including temporary workers, and others who are subject to the direction of Staticus, to comply with our Global Anti-Slavery and Anti-Human Trafficking Statement under the Modern Slavery Act 2015.

As with all alleged violations of policy, we investigate issues and take the appropriate action up to and including termination of employment and/or termination of agreements with suppliers and contractors.

Progress

We are proud of the steps we have taken in FY22 to combat slavery and human trafficking; this includes the following:

- The introduction of a published Global Anti-Modern Slavery and Anti-Human Trafficking Policy available at our internal Corporate Policies site,
 - A continued application of Business Conduct.
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Further Steps

We intend to take the following further steps to combat slavery and human trafficking:

- Continue to review our approach to Modern Slavery to evaluate the effectiveness of the approach and identify gaps if any.
- Where necessary, make further improvements to our supplier screening process and risk-based assessment of vendors and suppliers; and
- Through targeted communication, embed knowledge of the issues and risks around modern slavery and human trafficking to appropriate staff globally.

Ilona Guobyte

Director, STATICUS Ltd

