

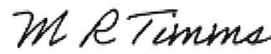





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Revision History

Revision	Date	Description of changes	Requested by
A	01-Jun--2018	Initial setup to cover 01/06/2018 – 31/05/2019	HR
B	01-Jun-2019	Document updated to cover 01/06/2019 – 31/05/2020	HR
C	01-Jan-2020	Document updated to cover 01/01/2020 – 31/12/2020	HR
D	01-Jan-2021	Document updated to cover 01/01/2021 – 31/12/2021	HR
E	01-Jan-2022	Document updated to cover 01/01/2022 – 31/12/2022	HR
1.0	01-Jan-2023	Document updated to cover 01/01/2023 – 31/12/2023 and set up on to form template. Document number registered on BMS	HR
2.0	08-Jan-2024	Document updated to cover 01/01/2024 – 31/12/2024. Document number registered on BMS. The prefix GL added to document number to denote it applies globally by all sites of STI [GL-]	HR
3.0	03-Jan-2025	Title change "- Global" removed Prefix changed from GL to UK Amended: Organisation structure Supply chains	HR

Modern Slavery Act Statement

01/01/2024 – 31/12/2024

Introduction from the Chief Restructuring Officer

Slavery and human trafficking remain a hidden blight on our global society. As a global business we have a responsibility to be aware of the risks, however minimal, to our business and our wider supply chain.

STI therefore acknowledges responsibility for its obligations to the Modern Slavery Act 2015. We accept this responsibility and will continue to ensure transparency within our organisation, with our suppliers and with our customers who provide products and services to STI.

Organisation's Structure

STI was acquired by Integrated Micro-Electronics (IMI) Inc. (a company listed on the Philippines Stock market) in 2017, through its subsidiary Integrated Micro-Electronics (IMI) UK Limited, they own 80% of STI.

At the end of October 2023, STI was acquired by Rcapital, they now own 100% of STI. Rcapital are a UK private investment company. They provide private investment, commercial expertise and hands-on support to transform and grow businesses within a range of different industries.

STI offers its customers a full suite of bespoke electronics services and support via collaborative and proactive partnership. STI currently employs just over 300 employees across 2 locations in the UK. STI maintains a full range of quality accreditations as well as an unsurpassed reputation in Defence and Aerospace and other high reliability market sectors.

Our Business

Our business is focused on serving the supply requirements of leading global organisations primarily in the following markets: Defence, Civil and Military Aerospace, Oil and Gas Exploration, Space, Communications, Industrial, Commercial, Automotive and Medical devices.

<p>Our Supply Chains</p>	<p>STI has a national procurement team (Hook & Poynton) with a multimillion-pound annual spend across all materials. Our supply chain is national, and this is controlled through our Headquarters in Hook which allows both sites to maintain full visibility of our supply chains.</p> <p>We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our supply chain will be subject to ongoing assessments to check their compliance to this Act. If STI become aware of a supplier not in compliance with this Act, they will be removed from our approved vendor list and reported to the relevant authorities.</p>
<p>Supplier Adherence to our Values</p>	<p>We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with and uphold these values. All suppliers and customers are verified before we begin a relationship with them and our key suppliers are reviewed in every business quarter against defined criteria, which includes committing to the same business standards we ourselves uphold. Where applicable, we also carry out necessary supplier audits.</p>
<p>Due Diligence Processes for Slavery and Human Trafficking</p>	<p>As part of our initiative to identify and mitigate risk, we monitor our key suppliers' performance regularly against Key Performance Indicators (KPIs) and a dedicated Supplier Relationship Manager (SRM) is allocated to each of our key suppliers. All suppliers are audited on their own position on slavery and human trafficking.</p> <p>We build long standing relationships with local suppliers. We have the following processes in place to ensure compliance with the Modern Slavery Act 2015:</p> <ul style="list-style-type: none"> - Evaluating the slavery and human trafficking risks of each new supplier; we undertake a full review of all new suppliers requiring their written compliance to the Modern Slavery Act 2015 via our detailed Supplier Questionnaire - Reviewing on a regular basis all aspects of the supply chain via regular performance reviews and conducting key supplier audits and assessments - Communicating our stance on slavery and human trafficking to all our suppliers and customers - Communicating our Anti-Slavery and Human Trafficking Policy to employees, suppliers, and customers

<p>Our Policies on Values</p>	<p>Our stance on slavery and human trafficking is clearly demonstrated through our Anti-Slavery and Human Trafficking Policy. We also have a Diversity, Equity & Inclusion Policy, and one of our Core Company Values is Integrity, which both reflect and uphold our stance towards ethics and values in general.</p>
<p>Training</p>	<p>To ensure an increased level of understanding of the risks of slavery and human trafficking we provide a training session to our employees. We invest in educating our employees to recognise the risks of slavery and human trafficking in our business and supply chains.</p> <p>Through our training session, employees are encouraged to identify and report any potential breaches of our Anti-Slavery and Human Trafficking Policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to identify any slavery and human trafficking within our business and supply chains.</p>
<p>Our Effectiveness in Combating Slavery and Human Trafficking</p>	<p>Slavery and human trafficking are unacceptable to us. We promote every activity possible within our business to ensure that no slavery or human trafficking is present. We are committed to upholding the law set within the Modern Slavery Act 2015 and will look to continually improve our understanding and tracking of this as a business.</p>