

POLICY AGAINST HUMAN TRAFFICKING & SLAVERY

This Policy outlines the efforts Bluesky will make to seek to eradicate human trafficking and slavery from our company and any supply chains.

Bluesky opposes any use of slavery or human trafficking in the manufacture and distribution of our products and fully supports the promotion of ethical and lawful business practices within our workplace. Bluesky will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organisation.

Bluesky's suppliers are an important part of our success and our culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as Bluesky. The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labour, illegal child labour or forced labour.
- Suppliers will ensure that the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a seven-day week.
- Suppliers will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of Bluesky. Bluesky may conduct internal verification of product supply chains to evaluate and address risks of human trafficking and slavery. Bluesky will maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking. Bluesky will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier to Bluesky is found in violation of this policy, Bluesky will take prompt, remedial measures to address the violation. Bluesky will provide ongoing training to its employees (including those who have direct responsibility for supply chain management), on the laws and Bluesky's policy against human trafficking and slavery.

We are committed to achieving the highest standards of quality, honesty, openness and accountability in all of our activities. We also believe that we have a moral obligation to take account of the impact of our activities on the local, national and global economy, the environment and the community in which we operate.

We aim to reduce any adverse effects our activities may have to a minimum and to make a positive contribution where reasonably possible. This policy is non-contractual but sets out the business ethics, corporate values and standards of behaviour expected of our managers and employees in every aspect of our operation.

Reviewed: 29th January 2025

Signed by: Ralph Coleman

Position: Chief Commercial Officer

Signature:

A handwritten signature in black ink, appearing to be 'R. Coleman', written over a horizontal line.