

Modern Slavery Policy

Purpose

Psyomics is committed to preventing modern slavery, forced labour, human trafficking and all forms of exploitation within our business and supply chains.

We are committed to conducting business ethically, acting with integrity and respecting internationally recognised human rights. We expect the same standards from our employees, contractors, suppliers and business partners.

Psyomics is currently not required to publish a slavery and human trafficking statement under section 54 of the Modern Slavery Act 2015. Nevertheless, we recognise our responsibility to take proportionate steps to prevent modern slavery within our operations and supply chain.

Scope

This policy applies to all Psyomics employees, workers, contractors, consultants, agency workers, directors, suppliers and other third parties acting on behalf of the Company.

Our Commitment

We are committed to:

- Complying with applicable legislation relating to modern slavery and human trafficking
- Maintaining a workplace where employment is freely chosen and individuals are treated with respect and dignity
- Ensuring that no form of forced, bonded or compulsory labour is used within our business
- Promoting fair and ethical working practices throughout our operations
- Taking reasonable and proportionate steps to identify and reduce the risk of modern slavery within our supply chains
- Investigating concerns promptly and taking action where necessary

Roles and Responsibilities

Psyomics is responsible for implementing this policy and promoting ethical business practices across operations.

Managers are expected to remain alert to potential indicators of modern slavery and ensure concerns are raised appropriately.

Employees, contractors, and anyone working on behalf of Psyomics are responsible for:

- Complying with this policy
- Remaining vigilant to potential signs of modern slavery or human trafficking
- Reporting any concerns to their line manager, HR or through the Company's whistleblowing policy as soon as possible

Recruitment and Employment Practices

We are committed to fair and lawful recruitment practices.

We will:

- Carry out appropriate pre-employment checks, including the legal right to work
- Ensure employment is entered into freely and voluntarily
- Comply with applicable employment legislation, including minimum wage and working time regulations
- Provide employees with clear terms and conditions of employment

We do not tolerate the use of forced, bonded or involuntary labour in any form.

Supplier Due Diligence

We recognise that modern slavery risks may arise within our supply chain as well as within our own operations.

Where proportionate to the nature, location and risk profile of the goods or services being supplied, Psyomics may:

- Assess modern slavery risks associated with suppliers, including relevant sector and geographical risks.
- Review suppliers' modern slavery, human rights or ethical sourcing policies where available.
- Seek appropriate contractual commitments, declarations or assurances regarding compliance with applicable modern slavery and employment legislation.
- Request further information or undertake additional due diligence where a material risk is identified.
- Take proportionate remedial action where concerns arise, which may include requiring corrective action, reviewing the supplier relationship or terminating the relationship where appropriate.

If concerns are identified, we will assess the risks and determine appropriate action, which may include engaging with the supplier to improve practices or ending the business relationship where appropriate.

Reporting Concerns

Anyone working for or on behalf of Psyomics who suspects modern slavery, human trafficking or other unethical labour practices should report concerns immediately with their line manager, HR or through the Company's whistleblowing policy.

Concerns will be dealt with seriously and investigated appropriately.

Training and Awareness

We will ensure that employees whose role involves recruitment, procurement or supplier management receive appropriate guidance on recognising and responding to modern slavery risks.

Governance and Review

Responsibility for oversight of this policy rests with Psyomic's senior management.

This policy will be reviewed periodically and updated where necessary to reflect changes in legislation, the nature of our operations, our supply chain or identified modern slavery risks.

Policy owner: Chief Operating Officer

Approved by: Dr Melinda Rees, CEO

Effective date: August 2026

Review date: August 2027