



COMPLIANCE WITH UK ANTI-HUMAN TRAFFICKING LAWS

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SLAVERY AND HUMAN TRAFFICKING STATEMENT

Vantiva policies prohibit the use of forced labor, child labor, human trafficking and slavery.

Vantiva requires direct material suppliers to comply with Vantiva policies against forced labor, child labor human trafficking and slavery within the supply chain. Since 2003, Vantiva has been a participating company in the United Nations Global Compact - and is therefore committed to respecting and promoting the core principles. The suppliers are to conduct self-audits periodically to evaluate their compliance and Vantiva has included the topics of forced labor, child labor, human trafficking, and slavery in its Supplier Responsibility Program. Additional details can be found in the Vantiva Registration Document available on Vantiva's website.

In addition, Vantiva asks direct materials suppliers to certify that materials incorporated into the products comply with the laws regarding slavery and human trafficking of the country or countries in which the suppliers are doing business.

Vantiva maintains internal accountability for employees or contractors to meet company standards regarding slavery and human trafficking.

Vantiva provides employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery within the supply chain of products.