

TERRAMED LIMITED POLICY STATEMENT MODERN SLAVERY ACT 2015

Introduction

To demonstrate our commitment to best practices, although not mandated by the Modern Slavery Act 2015, we – as TerraMed Limited – voluntarily issue the following statement.

Policy Description

Modern slavery constitutes both a crime and a profound violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

TerraMed Limited adopts a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships. We strive to implement and enforce effective systems and controls to ensure modern slavery is not taking place within our business or in any of our supply chains.

We are committed to ensuring transparency in our business operations and our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Standards for Contractors and Suppliers

We expect high standards from all our contractors, suppliers, and other business partners. Part of our contracting processes includes specific prohibitions against the use of forced, compulsory, or trafficked labour or anyone held in slavery or servitude, regardless of age. We also require that our suppliers uphold these standards within their own supply chains.

This policy applies to all individuals working for or on behalf of TerraMed Limited, in any capacity, including employees at all levels, directors, officers, agency workers, interns, agents, contractors, external representatives, and business partners.

Policy Administration

This policy is separate from employment contracts and may be amended by TerraMed Limited at any time to adapt to new regulations or circumstances.

Responsibility for the Policy

TerraMed Limited is responsible for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it. We are tasked with implementing this policy, monitoring its use and effectiveness, addressing queries, and auditing internal control systems and procedures to ensure they effectively counter modern slavery.

Management at all levels has a duty to ensure those reporting to them understand and comply with this policy. They are also responsible for providing adequate and regular training on it and the broader issue of modern slavery in supply chains.

Compliance with the Policy

The prevention, detection, and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for or under the control of TerraMed Limited.

All stakeholders are strongly encouraged to report concerns or suspicions of modern slavery within any part of our business or supply chain at their earliest convenience.

Communication & Awareness

Training on this policy and the risks our business faces from modern slavery in its supply chains is included as part of the induction process for all new hires, with regular updates provided through established communication channels.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced appropriately thereafter.

Policy Breaches

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

TerraMed Limited may, following a thorough due process to ensure fairness and transparency, terminate its relationship with any stakeholders, including other individuals and organizations working on its behalf, if they are found to be in breach of this policy.

Signed Off By Dr. Ahmet Murat Celebi, Director



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