

NWC Anti-Slavery & Human Trafficking Statement

NWC is committed to the highest standards of ethical conduct and human rights across all operations and supply chains. We have a zero-tolerance approach to modern slavery, including forced labour, child labour, and human trafficking, and we expect the same from all our suppliers and partners.

Scope and Responsibility

This Statement applies to all NWC employees, contractors, and suppliers globally, including our operations in the UK and UAE (Dubai). Senior management is responsible for ensuring that policies and procedures are implemented effectively.

Key Commitments

- > Compliance: Adhere to all applicable anti-slavery and human rights legislation including the UK Modern Slavery Act 2015.
- > Supplier Standards: Work only with suppliers who meet our ethical and responsible sourcing standards, including commitments to human rights and conflict-free supply chains.
- > Due Diligence: Conduct risk assessments and periodic reviews of suppliers to identify and mitigate potential slavery or trafficking risks.
- > Training: Provide regular training to employees and supply chain partners to raise awareness of modern slavery and our policies.
- > Reporting and Accountability: Encourage employees, contractors, and stakeholders to report concerns via confidential channels. All reports are investigated and acted upon promptly.

Continuous Improvement

NWC continually reviews and updates its policies and procedures to strengthen compliance, improve awareness, and enhance transparency throughout our operations and supply chain.

Approval

This statement has been approved by NWC's Board of Directors and is reviewed annually to ensure ongoing effectiveness and compliance



May 2025
Carol Hull
CEO & CFO

