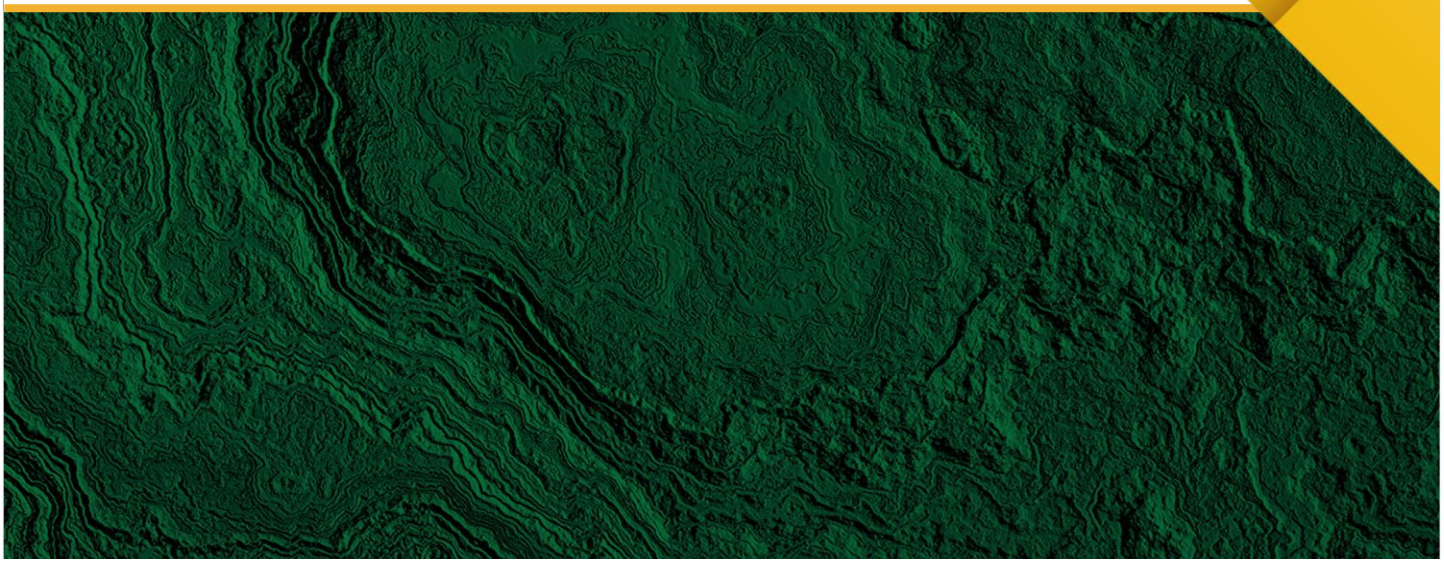
Modern Slavery and Human Trafficking Policy

Version 1.0



Reference:	IGNE-IMS-A1	**Title:**	Modern Slavery and Human Trafficking Policy		
Version:	1.0	**Date Issued:**	26/06/2026	**Review Date:**	July 2027
Document Owner:		ESG and Regulatory Risk Director			

Version History

Version	Last Updated	Details	Author	Approved By
1.0	Aug 2023	First Issue of Policy	P Breslin	R Hunter

Disclaimer

This document is provided for employees of **Igne Group Limited** and Subsidiary companies, its partners and contractors.

If printed, this is an uncontrolled copy. The only controlled copy of this document is the version maintained in the Igne Group Limited server. Igne Group documents are revised, when necessary, by the issue of new versions. Employees should ensure that they are referring to the latest edition by checking the version number. The document owner must authorise changes. Readers should discard obsolete copies.

Igne Group Limited Companies

The Igne Group Comprises of **Igne Group Limited, Igne UXO Limited, W.B. and A.D. Morgan Ltd, Raeburn Drilling & Geotechnical Ltd, Allied Exploration & Geotechnics Ltd, DTS Raeburn Ltd and Terra Tek Ltd.**

The Igne Group Limited Companies shall be referred to as **Igne** through the rest of this document.

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Modern slavery and human trafficking is a crime and a violation of human rights. Modern Slavery is a complex crime that can take various forms, such as:

- Labour Exploitation: victims are forced to work for nothing, low wages or a wage that is kept by their owner; work is involuntary, forced and/or under the threat of a penalty, and the working conditions can be poor
- Sexual Exploitation: victims are exploited through non-consensual abuse or another person's sexuality for the purpose of sexual gratification, financial gain, personal benefit or advantage, or any other non-legitimate purpose
- Domestic Servitude: victims are domestic workers who perform a range of household tasks (for example, cooking and cleaning); some live with their employers and have low pay, if any at all
- Criminal Exploitation: victims are forced to work under the control of criminals in activities such as forced begging, shoplifting, pickpocketing, cannabis cultivation, drug dealing and financial exploitation
- Organ Harvesting: living or deceased victims are recruited, transported or transferred, by threat or force for money, for their organs

Igne Is committed to zero tolerance of Modern Slavery and Human Trafficking within the company, or our supply chain. We work internationally, acting ethically and with integrity across all business activities, implementing and maintaining effective systems and controls to safeguard against any form of modern slavery or human trafficking.

Igne is committed to ensuring there is transparency in our business, and our approach to preventing modern slavery, consistent with the requirements of the Modern Slavery act 2015. We expect our contractors, suppliers and other business partners to also have a zero-tolerance approach for modern slavery.

Igne have implemented internal policies and procedures to ensure that company business practices are conducted ethically and with transparency.

Some examples include:

- Anti-Corruption and Bribery Policy
- Anti-Harassment and Bullying Policy
- Equal Opportunities Policy
- QHSE Policy
- Public Interest Disclosure Act (whistleblowing) Policy

This policy applies to but is not limited to all persons working for or on the behalf of Igne Group Ltd. This includes all employees, directors, agency workers, temporary workers, contractors, apprentices, external consultants and representatives, and business partners.

Our Suppliers

Igne supplier policy ensures the maintenance of an approved supplier list. Due diligence is conducted on all key suppliers before approval. This includes but is not limited to supplier questionnaires requiring evidence to support their policy on Anti-Slavery and Human Trafficking. All suppliers are required to confirm that their business practices do not contradict this policy.

Responsibility for the Policy

- The Board of Directors has overall responsibility for ensuring this policy is compliant with our legal and ethical obligations and that all those employed or contracted to the board are compliant.
- The CEO, CFO and other Directors have primary and day to day responsibility for implementing this policy and monitoring its use and effectiveness.
- Management at all levels are responsible for ensuring those reporting to them are made aware of, understand, and receive relevant training on the issue of modern slavery and human trafficking.
- All persons working for, or on behalf of Igne, are responsible for ensuring this policy is adhered to.

Communication & Awareness of this Policy

Igne will provide regular internal training as necessary and where appropriate.

Igne's zero-tolerance approach to modern slavery will be communicated to all suppliers and persons working for or on behalf of Igne.

Compliance with this Policy

The prevention, detection and reporting of modern slavery in any area of the company business or supply chain is the responsibility of all those working for, or on behalf of the company. They are required to avoid any activity that could be interpreted as or might lead to a breach of this policy.

Any concerns or suspicions about modern slavery, human trafficking, conflicts of interest or breaches of this policy within the business or supply chain must be raised immediately in accordance with the company whistleblowing policy.

The company encourages openness and will ensure anyone raising genuine concerns under the scope of this policy can do so without fear of reprisal, in the knowledge that they will be taken seriously and that the matters will be investigated appropriately.

Any breaches of this policy may result in the organisation taking disciplinary action against individuals, and/or the termination of its relationship with any organisation or supplier.

Rob Hunter

DATE:1ST JULY 2026

– CEO

Modern Slavery and Human Trafficking Policy – V1.0