

Modern Slavery and Human Trafficking Statement

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Table of contents

1. Commitment
2. Policy Statement
3. Training and Awareness
4. Process in our Business

COMMITMENT

Cyclomedia Technology B.V. is a privately owned global company registered in the Netherlands with offices in Germany and the United States. We are committed to ensuring that we comply with the Modern Slavery Act 2015 and to eliminate the risk of fostering slavery in our supply chain.

We respect the human rights and labour rights of our employees, customers, suppliers and individuals.

We will ensure full compliance with modern slavery and human trafficking regulations by the end of Q1 2025. By adhering to this timeline, Cyclomedia guarantees that our business will operate in a manner consistent with the highest standards of human rights and ethical conduct.

POLICY STATEMENT

We do not permit, condone or otherwise accept any form of slavery and/or human trafficking (as defined in the Modern Slavery Act 2015) whether by our employees, subcontractors, contractors, agents, partners or any other organisation, entity, body, business or individual with whom we engage or do business with ("Associated Party").

We are committed to preventing any form of slavery and/or human trafficking in our activities and to ensuring that our Associated Parties are free from any form of slavery and/or human trafficking.

In the event that we suspect any slavery and human trafficking by an Associated Party, we reserve the right to: report such suspicions, provide appropriate information to the relevant authorities, and to suspend or terminate any associated engagement, business arrangement or contract. We have a zero tolerance approach to any slavery and/or human trafficking.

Each Associated Party is required to: put in place suitable management policies / system(s) for ensuring compliance with the Policy; extend the principles set out in this Policy to those engaged or acting on the Associated Party's behalf, including contractors; and to permit us to audit compliance with the Policy, including making records available to us to demonstrate compliance with the Policy.

TRAINING AND AWARENESS

The company is committed to providing comprehensive training to all employees on the risks and indicators of modern slavery and human trafficking. Specialized training is provided to key personnel, including those in procurement and human resources, to enhance their ability to identify and address issues related to modern slavery. Furthermore, the company actively promotes awareness of modern slavery among all stakeholders, including suppliers, partners, and contractors.

PROCESS IN OUR BUSINESS

In order to ensure that no slavery or human trafficking takes place within our supply chain we have published the statement on our website. Next to this we will take any necessary due diligence on organisations within our supply chain.

The appointment of suppliers and subcontractors is subject to careful due diligence to ensure that there is no perceivable risk of slavery and/or human trafficking. We engage only with reputable suppliers or parties that do not engage in any form of slavery and/or human trafficking.

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