
Modern Slavery and Human Trafficking Statement & Policy

1. Purpose

MEMS International Ltd. is committed to preventing modern slavery and human trafficking in all areas of its business and supply chains.

We operate ethically, comply with the Modern Slavery Act 2015, and expect the same standards from all suppliers and partners.

All employees are required to remain alert to risks and report concerns, which management will act upon appropriately.

2. Scope

This policy applies to:

- All employees, contractors, agency staff, and temporary workers
- All suppliers, subcontractors, and business partners globally

MEMS International operates internationally across Europe, the Middle East, Asia, and the Americas.

3. Risk Approach & Supply Chain

We use a risk-based approach to identify and manage exposure to modern slavery, including:

- Assessing project location and supplier geography
- Referencing recognised sources such as the Global Slavery Index
- Identifying high-risk sectors and subcontracted labour chains

Where risk is identified, suppliers may be required to provide evidence of compliance policies and controls prior to engagement.

4. Commitment

MEMS International commits to:

- Preventing modern slavery, forced labour, and human trafficking in all operations
 - Complying with all applicable laws, including the Modern Slavery Act 2015
 - Operating with transparency, integrity, and accountability
 - Promoting ethical business practices across our supply chain
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5. Supply Chain Requirements

We expect all suppliers and partners to:

- Comply with all applicable labour and anti-slavery laws
- Maintain appropriate policies and controls
- Cooperate with audits or assessments where required
- Report any actual or suspected breaches

Failure to meet these requirements may result in termination of the business relationship.

6. Due Diligence & Controls

MEMS International undertakes due diligence on all new suppliers, including:

- Supplier risk assessment at onboarding
 - Contractual inclusion of modern slavery clauses
 - Ongoing review of supplier risk and performance
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7. Actions Taken

To mitigate risk, we:

- Conduct supplier due diligence prior to engagement

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- Include anti-slavery clauses in contracts
 - Provide annual training for relevant staff
 - Maintain a confidential reporting process for concerns
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8. Training

Relevant employees will complete annual modern slavery awareness training covering:

- Risk identification
 - Reporting procedures
 - Legal and ethical responsibilities
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9. Reporting Concerns

Concerns relating to modern slavery or human trafficking can be reported confidentially via:

- Email: louis.brink@mems.co.uk
- Tel: +44 020 8974 1781

All reports are treated seriously and investigated appropriately.

10. Key Performance Indicators (KPIs)

We monitor effectiveness using the following KPIs:

- Simple onboarding process to begin. With 100% of new suppliers to complete onboarding in regards to modern slavery
 - Annual audit of top 20% highest-risk suppliers
 - 100% staff training completion (where applicable)
 - Zero confirmed cases of modern slavery in our supply chain
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11. Continuous Improvement

We are committed to improving our approach through:

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- Annual review of this policy
 - Strengthening supplier risk assessments
 - Enhancing training and awareness
 - Improving monitoring and compliance processes
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12. Review & Approval

This policy is reviewed annually, or sooner if required due to changes in legislation or business operations.

MEMS International Ltd.

Louis Brink

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Managing Director

Date: 26/02/2026