

SDI Group Plc ('SDI' or 'the Group')

POLICY ON CHILD LABOUR AND FORCED LABOUR

Graticules Optics Ltd is part of SDI Group PLC and complies with all SDI business policies.

SDI Group plc recognizes that child labour and forced labour are widespread challenges across the world, and that businesses have an important role to play in combatting this situation.

SDI Group plc strictly prohibits the use of child labour in any part of its operations or supply chains. This includes a minimum age requirement for employment that is consistent with local laws and regulations, or a commitment to not using child labour even in situations where local laws may allow it.

Definitions:

Child – A person under the age of 15.

Child Labour – Any work undertaken by a child that:

- poses a threat to the physical health, mental health, or overall wellbeing of the child;
- prevents school attendance or worsens academic performance;
- or negatively impacts other psychological, moral, cultural, or social dimensions of a child's upbringing.

We additionally prohibit any form of modern slavery or forced labour, whether it be through physical or mental coercion, deception, or abuse of power. This includes, but is not limited to, forced labour, debt bondage, human trafficking, and any other forms of exploitation.

SDI Group plc commits to:

- A zero tolerance policy on child labour and forced labour throughout the company's operations and supply chain
- Discontinue business relationships where violations are identified and not corrected
- Ongoing due diligence and monitoring of its operations and supply chains to identify and address any instances of child labour or forced labour. In practical terms, this would require review of non US/European suppliers as these jurisdictions have a higher risk profile
- Active communication of this policy to all relevant stakeholders, including employees and suppliers