

# Position on Human Trafficking and Slavery

Beamery is committed to a work environment that is free from human trafficking, slavery, and unlawful child labor in its supply chains. Our commitment to environmental and social responsibility and our respect for human rights is reflected in the values and high standards of ethics expressed in Beamery's Code of Conduct, and Impact and Sustainability Manifesto, as well as in other policies and employment practices throughout the Company. These standards remain at the core of every decision Beamery makes, including decisions about its supply chain. Through our partnerships with suppliers that share our values, Beamery encourages socially responsible citizenship.

As Beamery develops software-as-a-service, our supply chain is minimal. However, we still expect that any supplier we engage shares the views set out in this statement, and also has a zero-tolerance approach to modern slavery. Beamery partners with suppliers who share our commitment for ensuring that supply chains reflect Beamery's high standards for business ethics, integrity and respect for human rights. Beamery identifies and utilises suppliers who share Beamery's commitment to ensuring the absence of slavery and human trafficking. Given the nature of our business, and the geographical location of both our customers and suppliers, we believe that Beamery is at low risk of slavery or trafficking within its supply chain.

Beamery expects its suppliers to operate their businesses in compliance with all applicable laws, including those related to employment and labor, and to maintain lawful environmental, health, and safety practices that meet or exceed all applicable laws and standards. Beamery relies on its suppliers to self-audit or monitor their supply chains. Beamery does not require written certifications from suppliers expressly confirming and verifying their compliance with slavery and human trafficking laws but retains the right to discontinue its relationship with any Beamery supplier or business partner who does not comply with any law or labor standard.

To further ensure that Beamery's supply chain reflects its standards for business ethics, integrity and respect for human rights reflected in Beamery's Code of Conduct, and Impact and Sustainability Manifesto, Beamery has internal accountability standards and procedures for employees and contractors who fail to meet these standards, up to and including termination of employment and of the supplier's contract with Beamery.

Beamery also conducts ongoing training for our employees on Beamery's Code of Conduct, and Impact and Sustainability Manifesto, which includes training on respect for employees and practices for ensuring a workplace free of harassment and unlawful discrimination. Beamery also maintains a whistleblowing policy for internal use, and the ability for anyone external, on Beamery's website (under 'Report Unethical Behavior'), to report any possible violations of law, Beamery's Code of Conduct, and Impact and Sustainability Manifesto or other policies by third parties including suppliers.

A handwritten signature in black ink, appearing to read 'Abakar Saidov', with a long horizontal flourish extending to the right.

By: Abakar Saidov

Its: Director