

## Slavery and Human Trafficking

Tait International Limited and its subsidiary companies as detailed in its Annual Reports and Financial Statements for financial year ended 30th June 2024 (including but not limited to Tait Europe Limited, Tait Communications GmbH, Tait France Sarl, Tait Comunicacoes Brasil Ltda, Tait Radio (TRW) Ltd, Tait Communications (LA) Ltd, Tait Communications (NZ) Ltd, Tait Electronics (Aust) Pty Ltd, Tait Electronics (Far East) Pte Ltd, Tait Communications North America Inc, Tait North America Inc, RFI Industries Pty Ltd, RFI Technology Solutions Ltd and RFI EMEA Ltd together t/a Tait Communications ) does not condone and will not participate in any form of human exploitation, including child or forced labour, slavery and / or people trafficking whether in our supply chain or throughout our business. This statement sets out the steps that Tait Communications takes to address the risk that slavery and human trafficking might be taking place in its supply chain or within Tait Communications business.

## Structure and Business

Tait Communications parent company Tait International Limited is based in Christchurch, New Zealand which is the headquarters of our global manufacturing, services and product distribution activities. Tait Communications provides critical communications equipment, infrastructure, and associated services.

The vast majority of Tait Communications critical communications equipment is manufactured at our Christchurch factory. Products and Services are supplied across the globe with entities located in New Zealand, Brazil, United States of America, United Kingdom, Austria, France, Australia, Singapore, and Dubai and through authorised distributors and resellers on a global basis.

Tait Communications has approximately 730 employees worldwide.

## Policies related to Slavery and Human Trafficking

Tait Communications is committed to ensuring that slavery and human trafficking does not take place in our supply chain or our own operations, and we have rigorous management-approved policies and processes in place to help deliver our commitment and promote a culture of ethical business conduct, integrity and transparency.

Many of Tait Communications existing policies contain specific elements relating to slavery and human trafficking, including the following:

- Business Conduct and Code of Ethics policy (Code of Conduct) requires all employees, officers and directors, to conduct business activities (whether in the supply chain or elsewhere in the business) in accordance with all applicable rules and regulations and at all times with integrity and in a transparent manner. The Code of Conduct states that decisions must be ethical as well as legal and they should reflect the Tait Values. Those values are listed on our website: <https://www.taitcommunications.com/about-us/our-values>
- Tait Communications Corporate Social Responsibility policy states that Tait Communications will never use forced labour or child labour and we seek the same commitment from all of our suppliers, subcontractors, clients and partners of the same. Tait Communications is committed to compliance with all laws and regulations and maintains robust procedures to ensure that all employees receive at least the minimum wage and holiday entitlements.
- Tait Communications recruitment policies set out the minimum standard for each region in which we engage staff. All opportunities must be approved through our internal processes and follow strict selection and a minimum process standard to be performed. All employees who join us and consultants that we provide are subject to checks to ensure they are genuine applicants operating as free agents with the required level of propriety. Tait Communications comply with all relevant labour, immigration, and minimum wage legislation.

- Whistleblowing Policy commits to the highest standards of openness, probity and accountability. Tait Communications encourages all its employees, workers, customers, and other business partners to report any concerns related to its direct activities or supply chains to prevent and detect serious malpractice or wrongdoing, particularly in relation to corruption, harassment, and abuse of power. Such concerns are investigated by Ethics Officer and notified to a nominated board member. Clear escalation and conflict management procedures are in place.
- Supplier Code of Conduct sets out our expectation that suppliers meet the high ethical standards that are consistent with Tait Communications corporate beliefs and values, and the majority of our core suppliers meet or exceed this expectation. We expect all our suppliers (and their subcontractors) to operate their businesses and conduct employee relations in an ethical manner and to meet the requirements stipulated by both international and regional laws and industry standards. As such, we expect our suppliers to have policies in place to prevent illegal or forced labour or child labour; and to comply with all local regulations governing maximum work hours, minimum wages and dismissal procedures.

## Due Diligence and Risk Assessment Process

The risk of slavery and human trafficking within Tait Communications is considered to be substantially mitigated through the implementation of the above policies. Tait Communications also has a due diligence process that implements a risk rating system for the review and classification of suppliers and the products or services they supply to Tait Communications with the aim of Tait Communications selecting suppliers who adopt high ethical standards that are consistent with Tait Communications corporate beliefs and values and then building long standing relationships with these suppliers. This process is also intended to identify characteristics of suppliers which may, in the production of products or the provision of services, operate in breach of modern slavery prohibitions and Tait Communications commitment to reduce the risk of modern slavery in our operations and supply chain.

## Responsible Department and Oversight

The Chief Legal Officer (who is also the Group's Ethics Officer) has overall Executive Team responsibility for oversight of this policy with support from the Global Human Resources Manager. Any issues or matters raised in relation to this policy are reviewed by the Legal Department and reported to the People Safety and Culture Committee.

## Training and Effectiveness

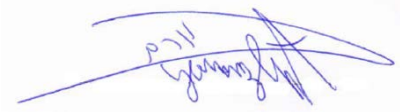
All Tait Communications employees have induction training on the Code of Conduct and all HR policies including modern slavery training. Tait Communications will focus on continued refresher training and development for all policies including modern slavery for all employees.

Tait Communications has quarterly 'All Hands' meetings at group and regional level as well as weekly management and team meetings to ensure employees understand the business strategy and their role in delivering it, while providing the training required for career development and a working environment that enables them to thrive. High-frequency, high-visibility communications from Tait Communications senior management teams helped to drive motivation and engagement which is supported by excellent communications from line managers. This policy has resulted in the UK and Austria being awarded the certification as a Great Place to Work in 2024.

## Approval

This statement has been made for the purposes of section 54 (1) of the Modern Slavery Act 2015 (UK) and the California Transparency in Supply Chain Act 2010 (USA) and is subject to annual review.

This statement has been submitted to and approved by the Board of Directors of Tait International Limited on 12 March 2025.

A handwritten signature in blue ink, appearing to read 'Yoram Benit', is written over a horizontal line. The signature is stylized and includes some additional scribbles.

**Yoram Benit**

Managing Director, for and on behalf of Tait International Limited