



**Modern Slavery**  
**Statement**  
**(2026)**



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Slavery, forced labour, servitude, and human trafficking are types of 'Modern Slavery'; criminal activity that deprives victims of their liberty and usually involves financial and other exploitation.

We conduct our business fairly, ethically and with respect to fundamental human rights. We are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains. We will not tolerate it.

Our Anti-Slavery Officer ('ASO') is Octavian. They are responsible for this policy.

### Preventing Modern Slavery

We carry out appropriate checks on all employees, workers and suppliers, so that we know who is working for us or on our behalf.

We give every employee a written set of terms of engagement or an employment contract, and he or she is paid in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

### Our Suppliers

If you supply us with goods or services, you must assess your business and supply chains and confirm to our ASO that you:

- Comply with your legal obligations, in relation to Modern Slavery; and
- Are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains.

If you breach this policy or are found to have Modern Slavery in your business, or knowingly in your supply chain, we may terminate our contract with you.

### Our Employees and Workers

You must immediately report any suspicions of Modern Slavery in our business or supply chains to our ASO. Our ASO will investigate and report within a reasonable time, on actions which may need to be taken.

You will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately tell our ASO and, if you are an employee, or worker refer to our Employee and Worker Handbook.

Signed by Octavian Ciobanu

Director TIPNGO

*OCTAVIAN CIOBANU*

Signed by Valeria Vornicescu

Director TIPNGO

*VALERIA VORNICESCU*