

MODERN SLAVERY POLICY UK

Statement of Nimble Global Ltd ('The Company') pursuant to Section 54 of the UK Modern Slavery Act 2015.

The Company is a global advisory service for talent acquisition, headquartered in the United Kingdom.

The Company outsources various technology, legal, and accounting tasks to partner firms in the Philippines, United Kingdom and the United States.

Business Partners' Code of Conduct

The Company abides by their policies and requires all suppliers to agree to their *Business Partner Code of Conduct*. This includes abiding by our Labour Standards – Freely Chosen Employment, Child Labour Avoidance, Lawful Employment, Non-Discrimination or Harassment, Freedom of Association, Safe Conditions, Working Hours, and Wages and Benefits, summarised below

Freely Chosen Employment

Employment with The Company and its business partners should be an expression of free choice, and there should be no forced, bonded or involuntary labour. The Company and its business partners should allow workers to discontinue employment upon reasonable notice. The Company and its business partners should not hold or otherwise destroy, conceal, confiscate or deny access by employees to their identity or immigration documents, such as government-issued identification, passports or work permits unless such actions are required by law.

Child Labour Avoidance

The Company and its business partners should not employ child labour. The Company and its business partners should adopt procedures to verify and maintain documentation that no worker is below the local legal age for completing compulsory education. The Company and its business partners must follow all applicable local laws, regulations and standards concerning working hours and conditions for all workers. The term 'child' refers to any person under the age of 15 (14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Lawful Employment

The Company and its business partners must, before employing any worker, validate and review all relevant documentation to ensure that such worker has the legal right to work.

Non-Discrimination or Harassment

The Company and its business partners must not discriminate on race, colour, gender, gender identity or expression, sexual orientation, age, religion, disability, marital status, veteran status, national origin, citizenship, or cultural, religious or personal belief.

Freedom of Association

The Company and its business partners must respect the legal rights of employees to join or to refrain from joining worker organisations, including trades unions. The Company and its business partners have the right to establish favourable employment conditions and to maintain effective employee communication programs as a means of promoting positive employee relations to provide a culture in which employees would view third-party representation as unnecessary.

Safe Conditions

The Company and its business partners must provide a safe and hygienic working environment for workers and provide appropriate safety equipment and training.

Working Hours

The Company and its business partners must afford employees working hours that comply with applicable laws.

Wages and Benefits

The Company and its business partners must provide wages, benefits, and overtime pay that comply with all local wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates, and other compensation elements, and must provide legally mandated benefits.

Training

The Company and its business partners require all internal employees to follow a Code of Business Conduct and attend training. Business Partners will receive a certification of completion at the end of training to confirm that they fully understand the policy.

DAVID D BALLEW

David Ballew, CEO

POLICY END