

Modern Slavery and Child Labour Policy Statement

1 Our Company

Clasado is the developer of Bimuno® GOS, a targeted and scientifically validated prebiotic ingredient, backed by a market-leading portfolio of studies spanning over 20 years. It is shown to support gastrointestinal, immune, cognitive and metabolic health, as well as sleep, sports nutrition and nutrient absorption.

The business works in partnership with nutrition brands and pharmaceutical businesses around the world to deliver clinically proven prebiotic solutions that improve human health and wellbeing.

Our values shape and define Clasado as the business continues to grow and flourish, these are:

- Passionate – We do everything we do with passion and drive.
- Collaborative – We care, share, lead and support.
- Integrity – Everything we do is backed by science.
- Giving Back – We ensure the business gives back to key stakeholders, including employees, shareholders, those in education and wider society.

For more information, visit www.clasado.com

2 Definitions

Modern slavery includes slavery, servitude, human trafficking, and forced labour. Clasado strictly prohibits modern slavery and human trafficking in our operations and supply chains. This policy applies to all Clasado employees, business partners, service providers, and suppliers. Modern slavery is a crime and a violation of fundamental human rights. All types of modern slavery have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to ensure modern slavery is not taking place anywhere in our own business, or in any of our supply chains.

3 Our Commitment

3.1 Responsibility for the policy

Our Environment, Social, and Governance (ESG) initiatives are overseen by the CEO and main initiatives led by the Operations Director, in collaboration with the Executive Team, we manage our ESG policies, guidelines, and practices.

The Operations Team audits suppliers and reviews the supply chain risk profile. The HR department ensures internal communication and adherence to this policy.

3.2 Compliance

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery, human trafficking and forced child labour throughout our business relationships, consistent with our disclosure obligations under the UK section 54(1) of the Modern Slavery Act 2015.

We also comply with:

- The California Transparency in Supply Chain Act
- European Convention on Human Rights (ECHR) – Article 4 & Charter of Fundamental Rights of the European Union – Article 5
- Modern Slavery Act 2018 (Cth) (Australia)

All employees must avoid activities that might lead to a breach of this policy and report concerns as per the whistleblowing policy.

3.3 Risk Assessment

We evaluate the risk of modern slavery in our operations and supply chains through our risk assessment processes.

3.4 Due Diligence

Our due diligence processes include evaluating and monitoring potential and existing suppliers to ensure compliance with our values and standards.

3.5 Training

We provide training to our employees to help them recognise and respond to potential indicators of modern slavery, child labour and human trafficking.

3.6 Whistle Blowing & Reporting

Employees, business partners, and suppliers must maintain high standards and report any suspected misconduct or policy breaches confidentially to a line manager or company contact immediately. Refer to the Company Whistleblowing Policy for more information.

If you are unsure whether an act or working condition violates this policy, report it according to the Whistleblowing Policy or speak to an executive team member.

We encourage openness and support anyone who raises genuine concerns in good faith, even if mistaken. We are committed to ensuring no one suffers detrimental treatment for reporting in good faith their knowledge or suspicion of modern slavery in any part of our business or supply chains.

3.7 Supplier Assurance

At Clasado we have a comprehensive supplier approval process. A risk assessment is conducted as part of the approval process, which includes verification of Sedex and/or SMETA compliance.

4 Communication and awareness of this policy

Our zero-tolerance approach to modern slavery is communicated to all employees, suppliers, and business partners. It is publicly available on our website and included in our onboarding materials.

5 Breaches of this policy

Any employee who breaches this policy could face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

6 Looking ahead

We are committed to continually improving our approach to preventing modern slavery and human trafficking. We regularly review our policies and practises to address emerging risks & to incorporate best practice.

As part of our continuous improvement initiatives, we are committed to implementing a Clasado Supplier Code of Conduct throughout our supply chain.

7 Closing statement

Clasado takes its responsibility to prevent modern slavery, child labour and human trafficking seriously. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing systems that ensure modern slavery is not taking place anywhere in our supply chains.

Per Rehne
CEO

Kelly Litherland
Operations Director