



ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Struktura is committed to ensuring that its employees or its suppliers do not use slave labour or engage in human trafficking. Pursuant to this Anti-Slavery and Anti-Human Trafficking Policy (the "Policy"), Struktura specifically prohibits its suppliers from using forced labour of any kind.

Struktura considers ethical business conduct as critical to our business and our expectation of compliance with applicable laws.

Struktura monitors its supply chain for compliance with this Policy by engaging in twice yearly business reviews.

Struktura generally does not engage third parties (a) to verify product supply chains to evaluate and address risks of human trafficking or slave labour laws or (b) audit suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. However, Struktura promptly and thoroughly investigates any claims or indications that a supplier is engaging in human trafficking or slave labour, or is otherwise not complying with this Policy. Any such claim made through our whistleblower process would be reported to appropriate Struktura personnel or others as appropriate (e.g., the Board of Directors), along with the resolution of the claim and/or the findings of the investigation.

Struktura does not require certification from direct suppliers that materials incorporated into the product comply with laws regarding slavery or human trafficking of the country or countries in which they are doing business.

Struktura maintains internal accountability standards and procedures for employees failing to meet company standards regarding slavery and human trafficking.

All Struktura staff receive training on this Policy, although specific training on eradicating slave labour or human trafficking is not generally provided.

Struktura will not continue to purchase goods or services from any supplier that is found to be engaging in human trafficking or using slave labour.

Signed

A handwritten signature in black ink, appearing to be 'P. M.', written over a horizontal line.

Date

01.12.2024

Title

Managing Director