

Aera Advisory Limited

Human Trafficking and Modern Slavery Policy Statement

This Policy outlines the efforts Aera Advisory will make to ensure human trafficking and slavery forms no part of our operations, nor supply chains.

Aera Advisory takes the issue of slavery and human trafficking extremely seriously and opposes any use of slavery or human trafficking in the provision of our services. Aera Advisory will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organisation, or those of our suppliers and clients.

Aera Advisory complies with all relevant legislation and expect our supply chain and clients to do likewise. The workplace practices that we ensure and which we expect from our suppliers include:

- No use of slave labour, illegal child labour or forced labour of any kind.
- All terms of employment are voluntary.
- Compliance with all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.

Suppliers will periodically certify that they conform to the expectations described above and that they comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business. Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of Aera Advisory. Any supplier who fails to meet company standards regarding slavery and human trafficking will be removed from our approved supplier list.

Aera Advisory will provide ongoing awareness raising to our employees (including those who have direct responsibility for supply chain management), on the laws and Aera Advisory's policy against human trafficking and slavery.



Stuart McGowan, Managing Director, February 2026
