

Modern Slavery Act

Supplier Questionnaire Confirming Compliance

1. Does your organization prohibit modern slavery?

Answer: Yes

2. Do you have processes to identify and address the risks of modern slavery?

Answer: Yes

3. Do you train employees on forced labour and child labour risks?

Answer: Yes

4. Do you conduct due diligence on suppliers?

Answer: Yes

5. Are workers' identity documents retained by the company?

Answer: No

6. Are workers required to pay recruitment fees or deposits?

Answer: No

Details: Workers are not required to provide deposits or pay recruitment fees.

7. Are workers provided with clear written contracts?

Answer: Yes

8. Are worker accommodations monitored?

Answer: Not Applicable

9. Are workers free to leave accommodation?

Answer: Not Applicable

10. Do workers have access to grievance mechanisms?

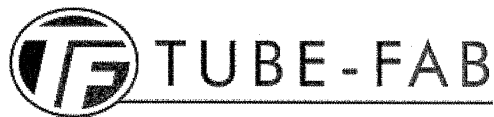
Answer: Yes

A handwritten signature in black ink, appearing to read 'Wesley Eric Foley', written over a printed name.

Wesley Eric Foley

President & COO

Date: January 2, 2026



MODERN SLAVERY (ANTI SLAVERY AND HUMAN TRAFFICKING) POLICY

PURPOSE

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Tube-Fab Ltd has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Tube-Fab Ltd is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

SCOPE/TO WHOM THIS POLICY APPLIES

This policy applies to all persons working for Tube-Fab Ltd or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and Tube-Fab Ltd may amend it at any time.

RESPONSIBILITY FOR POLICY

Tube-Fab Ltd Directors have overall responsibility for ensuring this policy with senior management; and managers have day-to-day responsibility to ensure compliance with our legal and ethical obligation.

The President has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

COMPLIANCE WITH THIS POLICY

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager OR the President as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.



You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager or the President.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the President.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. Tube-Fab Ltd is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

COMMUNICATION AND AWARENESS OF THIS POLICY

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

BREACHES OF THIS POLICY

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

Tube-Fab Ltd may terminate our relationship with other individuals and organization's working on our behalf if they breach this policy.


Wesley Eric Foley
President & COO

Date: January 2, 2026