

# Modern Slavery Statement

At Voicevale Group, we take our responsibilities regarding modern slavery seriously. Our commitment to complying with the Modern Slavery Act is unwavering. We maintain a zero-tolerance approach to modern slavery, ensuring that all our operations and supply chains are conducted with the highest ethical standards and integrity.

In addition to our early Modern Slavery Act commitments, we also shared our Sustainability Commitment with our stakeholders in 2021. According to our sustainability strategy and policies, we intend to embed sustainability into our way of working by following the below commitments:

- Sustainability Governance
- Empowering People
- Protecting the Planet

Our top management published our organisation's sustainability commitment on our website. We are an affiliated member of the Fair Labour Association (FLA) and are implementing the FLA Agriculture Program Principles in our operations and supply chains. All approved Voicevale suppliers are obligated to sign and comply with the Voicevale Supplier Code of Conduct. Our Supplier Code of Conduct is aligned with national and international laws and frameworks and the Modern Slavery Act. We are members of SEDEX and encourage our suppliers to register on this platform and to have ethical audits. Our sustainability team established our Responsible Sourcing Policy that defines how we integrate sustainability into our procurement activities.

Our sustainability team starts our due diligence process with a risk assessment per product and per origin. We conduct internal and external trainings on working conditions, human rights, the environment, and governance. As part of our due diligence process, we continuously travel to the factories where we source our products from and monitor their practices. In 2024, we visited 167 suppliers in 17 countries across 5 continents.

We defined our goals within our Sustainability strategy. We work continuously with our stakeholders to meet these ambitious goals, annually review our and their performance and make necessary adjustments to stay in line with our goals.

At Voicevale group, we only work with those who are prepared to adhere to modern standards and we would not be knowingly associated with any modern slavery.

All our colleagues have been trained and have acknowledged this statement and are responsible for following it.

Signed:   
Roby Danon, Managing Director