

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY



Modern slavery is a crime and a gross 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.

Geosphere Environmental Ltd has a zero-tolerance approach to modern slavery and we are committed to ensuring effective systems and controls are in place to ensure modern slavery is not taking place in our business or in any of our supply chain.

This policy applies to all persons working for us or on behalf of us in any capacity, including employees at all levels, directors, agency workers or volunteers, contractors, suppliers, and other people or bodies associated with our business.

This policy will be communicated to all Geosphere Environmental Ltd employees who are required to communicate our zero-tolerance approach to modern slavery to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforce our approach as appropriate thereafter.

Any breach of this policy will generally be treated as gross misconduct and may result in dismissal without notice.

We may terminate our relationship with individuals and organisations working with us if they do not comply with this policy.

The Directors are responsible for ensuring that this policy is implemented, reviewed at least once a year, and that the necessary resources are provided.

Original signed

**Paul Davies, Managing Director and Company Secretary
Geosphere Environmental Ltd**

Original dated / V7