

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Wavetrain Systems AS is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, our suppliers including sub-contractors.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Wavetrain Systems AS has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Wavetrain Systems AS acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with our supply chain partners [suppliers of goods and services to the organisation].

The requirement to publish a slavery and human trafficking statement for each financial year of the organisation will be undertaken when the Wavetrain Systems AS meets the threshold required.

As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

The company Board of Directors and Management team shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A full copy of this policy and a copy of the Modern Slavery Act 2015 will be accessible to all workers electronically and can be obtained from the HR department upon request. This Policy underlines our commitment and supports the policies, procedures and requirements documented in our Management Systems, which are compliant with international standards. Wavetrain Systems AS will ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Board of Directors to ensure its continuing suitability and relevance to the company activities. It is the responsibility of everyone in the business to comply with this policy and its associated arrangements as an integral part of their day to day business. The policy will be reviewed annually, as a minimum by the Board of Directors in consultation with the Management team and amended as required by law should new legislation come into force or to ensure it remains relevant and appropriate to the organisation. This has been endorsed by the Management team at Wavetrain Systems AS who take direct responsibility for its execution.

Signed on the 7th of September 2020 on behalf of Wavetrain Systems AS

Signed:

Håkon Heier

Chief Executive Officer

Signed:

Orjan Sommerseth

Director of Development