

## USV UK Limited

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## Modern Slavery Transparency Statement

At USV UK Limited, we are firmly committed to adhering to applicable national laws and upholding the highest standards of human rights in accordance with the international bill of human rights and the International Labour Organisation (ILO) declaration. As a core element of our ethical responsibility, we place the utmost importance on maintaining a workplace free from modern slavery, violence, harassment, intimidation, other such conditions, and promptly addressing such behaviour to ensure a safe and secure work environment. We ensure strict accountability throughout our operations by complying with all applicable labour laws by ensuring safe, hygienic & healthy working conditions, appropriate working hours, overtime, minimum wages, leaves, and holidays. Furthermore, we absolutely prohibit the employment of child, adolescent, bonded or forced labour, including any form of human trafficking, ensuring absolute compliance with labour law requirements.

This policy strictly applies to all our employees, directors, officers, contractors, and contract workers. We explicitly expect our external stakeholders—including our vendors, suppliers, distributors, and business associates—to comply with this policy, and any violation may result in the immediate termination of our business association with that party. To support these benchmarks, we treat all stakeholders with dignity, respect, and fairness, actively promote human rights and safety awareness through regular communication and training, and maintain a robust grievance redressal mechanism to foster a transparent and secure working environment.