

Modern Slavery and Human Trafficking Statement of Policy

Introduction

This Statement of Policy ("Statement") sets out Satellite Industries' actions to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain pursuant to this Statement.

As part of the portable restroom industry, Satellite recognizes that it has a responsibility to address the risk of slavery and human trafficking that relate to its operations consistent with this Statement.

Satellite Industries is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chain is free from slavery and human trafficking consistent with this Statement.

Organizational Structure and Supply Chain, Risk Assessment and Process

Satellite is the largest supplier of products to the portable restroom industry including restrooms, trucks and deodorizers. These activities are carried out on client premises throughout the United States. Satellite is headquartered in Minneapolis, Minnesota and its European headquarters is in Brussels, Belgium. In addition, there is an office/warehouse in Derbyshire, UK and Duisburg, Germany. The United States has warehouse locations in Virginia, Kansas, Oregon and California.

Satellite has assessed its own operations and first-tier suppliers and determined that there is not a risk of slavery and human trafficking within its operations and first-tier suppliers.

Relevant Policies

Satellite has also implemented the following policies that are relevant to this Statement:

- **Whistleblowing Policy:** Satellite Industries encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, Satellite Industries. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Satellite Industries' whistleblowing procedure is designed to facilitate worker disclosures without fear of retaliation and consistent with applicable law. Employees, customers or others who have concerns can complete our confidential disclosure form, which can be found in the Employee Policy Manual.
- **Employee Code of Conduct:** Satellite Industries contracts of employment make clear to employees the actions and behavior expected of them when representing Satellite Industries. Satellite Industries strives to maintain the highest standards of employee conduct and ethical behavior when managing its operations.
- **Anti-Bribery and Corruption Policy:** Satellite Industries is committed to operating consistent with applicable law and to maintaining the highest standards of ethical conduct and integrity in

its business activities. This policy outlines the Company's position on preventing and prohibiting bribery, in accordance with the Bribery Act 2010. The Company will not tolerate any form of bribery by, or of, its employees, agents or consultants or any person or body acting on its behalf. Senior management is committed to implementing effective measures to prevent, monitor and eliminate bribery.

Due Diligence & Performance Indicators

Satellite Industries also undertakes certain appropriate due diligence measures when considering taking on new first-tier suppliers, and regularly reviews its existing first-tier suppliers.

Satellite Industries has reviewed its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, Satellite Industries is:

Requiring the Human Resources Director and the Management Team to have completed training on modern slavery.

Revising a system for first-tier supply chain verification expected to be in place, whereby Satellite Industries evaluates potential first-tier suppliers before they enter the supply chain.

Reviewing its existing first-tier suppliers consistent with this Statement.

Training & Awareness-Raising Program

Satellite Industries requires HR professionals, those with procurement responsibility, and Operational Managers within Satellite Industries to complete training on modern slavery.

As well as training staff, Satellite Industries has raised awareness of modern slavery issues by circulating a series of emails to staff.

The emails explain to staff:

- The basic principles of the Modern Slavery Act 2015.
- How employers can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within Satellite Industries.
- What external help is available through the Modern Slavery Helpline.

Approval

This statement has been approved by the General Managers who will review and update it annually.

Georges Köller
General Manager, Europe

Date: 1st June 2021

Michele Pipitone
Vice President, Human Resources

Date: 1st June 2021