

Anti-slavery and human trafficking statement 2020

Iqarus Holdings Pte Limited and its subsidiary operations (“Iqarus” or “we”, or “our”) is a global provider of intelligent and integrated healthcare solutions, in complex and demanding operating environments. Iqarus provides healthcare solutions that keep their clients’ workforce safe, healthy and productive.

Iqarus adopts the highest standards of clinical care in the environments in which it operates; combining local knowledge, multinational medical staff, integrated global clinical governance, training and medical supply. Iqarus operates across the medical spectrum from primary care and occupational health, to advanced pre-hospital trauma care, laboratory, radiological, diagnostic and surgical capabilities.

Iqarus is committed to maintaining the highest ethical standards, and to maintaining a working environment that where all stakeholders share those ethical standards. This includes upholding our policies and processes to avoid any potential complicity in human rights violations related to our operations or supply chain.

Iqarus recognises the need for continual improvement of our anti-slavery programme in order to implement the most stringent preventative action and to encourage a positive culture towards the prevention, identification and reporting of related crimes. This is achieved through the provision of information, training, instruction, supervision and robust reporting mechanisms.

Structure, business model and supply chain

Iqarus is a leading provider of medical services and equipment to governments, international organisations and commercial operations in challenging environments. Iqarus employs more than a thousand staff members, operating in more than ten states, where the risks of modern slavery and human trafficking can be endemic.

Our group of companies includes but is not limited to, Iqarus Holdings Pte Limited registered in Singapore, Iqarus Gulf FZ LLC registered in the United Arab Emirates, and Iqarus International Limited registered in England (the “Iqarus Group”). The Iqarus Group is a member of the wider International SOS group of companies. International SOS is the worldwide registered trademark for a diverse group of companies, including the Iqarus Group, and which all operate under the International SOS trademark umbrella. The parent holding company is AEA International Holdings Pte Limited, which is incorporated in Singapore and operates under Singapore law.

We work with a global supply chain to provide staff, products and services, in support of our operations.

The Board of Directors of Iqarus has ultimate accountability for managing modern slavery risk. The Iqarus Group benefits from an Ethics Committee constituting a cross-function working group, comprised of representatives from our ethics, risk, operations, procurement and human resource teams, and who, sponsored by our General Counsel, has delegated responsibility for transactional management. The Board of Directors receives regular updates on our ethics and compliance programme from the Ethics Committee.

Exposure to the risk of modern slavery and human trafficking

Our approach to identifying and assessing modern slavery risk is embedded within our broader risk management approach. Risks are identified by individuals across our business operations and functions and at many layers of the organisation. Compliance with applicable regulations and with Iqarus policy is considered at meetings of the Risk Committee and preventative activity is led by the Ethics Committee in conjunction with Executive Management and the Human Resources Director.

We have considered in detail our exposure to the risks of modern slavery and human trafficking, taking into account the nature of our business activities, our framework of related policies and procedures, our procurement and recruitment practices and our audit of compliance and oversight mechanisms. We

recognise, however, that the regions in which we deliver our services may experience these risks and so we assess our exposure to modern slavery and human trafficking to be low to medium.

Principles related to modern slavery and human trafficking

Our commitment to human rights, including our position on forced labour, involuntary labour, child labour, and human trafficking, is outlined in our Code of Business Ethics (L-300), our Human Rights Policy (L-800), our Modern Slavery & Trafficking in People Policy (L-801), our Safeguarding Policy (L-802), our Procurement Policy (P-200) and in our Staff Handbooks (H-501 and H-502) and Whistle-blowing Policy ((L-400).

Our principles related to human rights include:

- We are committed to protecting and preserving the rights of our employees, those employed in our supply chain, and those affected by our operations;
- We are committed to acting in a socially responsible manner, complying with applicable laws, and respecting the communities where we operate;
- We believe that all employment should be freely chosen and commit to refrain from any form of forced or involuntary labour;
- We are opposed to the use of any form of child labour or practices that inhibit the development of children;
- We are alert to the risks to vulnerable people and communities and we seek to ensure that they are free from discrimination and exploitation;
- We will only work with suppliers whose core values and commitment to ethical business conduct matches our own; and
- We maintain a suite of policies that combine to prevent and combat abuse of human rights, we train our staff to identify and combat the risks and we audit compliance with our policies.

Our policies related to modern slavery and human trafficking

Our policies enforce our commitment to the protection of human rights standards by our staff, and to the extent possible, our suppliers. We do not rely on any one policy document to adequately address the issues of trafficking and slavery, but instead publish the suite of relevant policies on our ISO9001:2015-certified Quality Management System. Our standard approach to human rights is developed from applicable regulation and good practice, such that our adopted standard will be consistent with the highest global standards.

Developments in policy and supporting procedure are subject to review and approval by the Quality Director and General Counsel and are approved by the Managing Director.

Performance in respect of human rights is subject to internal audit and to oversight by the Ethics Committee, which includes top management, clinical governance, legal counsel and independent non-executive participation.

We extend our ethical principles to our suppliers and partners through our Form of Contract and we conduct due diligence on our suppliers as is set out in Supplier Registration and Performance Management (P-400). In order to do business together, we expect all suppliers to be ethical, responsible and to fully comply with all applicable laws and regulations.

We make our policies available to employees and contracted staff in English and they can be accessed through our employee intranet. They are also made physically available at our operational sites and office locations. We include modules on human rights in employee on-boarding and induction programmes and we include regional and operational and procurement management in weekly management meetings where the Quality Director and General Counsel report on compliance and developments.

Mitigating the risk of modern slavery in the supply chain

Our Procurement Policy (P-200) sets out our approach to managing suppliers and we require our suppliers to comply with related policies and standards through our General Conditions of Purchase

and precedent contractual terms. This is in addition to all applicable laws and regulations in the country or countries where our suppliers operate.

Where we suspect that a supplier's performance or practices in this respect are unsatisfactory, then we address these issues with the supplier, seeking advice from subject matter experts and legal counsel where appropriate.

We are not aware, after due diligence, of any breaches of human rights, including any related to modern slavery or trafficking in people, by our employees, our contracted staff or our suppliers during the 2020-year. In the event of breach of related policy or of non-conformance, we retain the right to terminate any contractual agreement with immediate effect.

Mitigating the risk of modern slavery

The management of human rights risk and impact in our business operations is embedded into existing management systems and processes. Our management teams are responsible for ensuring compliance with applicable laws and regulations and with our policies and our management structure ensures full participation in matters of policy, compliance, identification of risk and preventative action.

We encourage a culture of transparency and openness and of the raising of questions and concerns related to ethical business practices. We provide a range of channels for raising questions or concerns, anonymously if desired. This includes a dedicated internet portal made known to all staff at whistleblower@iqarus.com, through which any and all parties, internal and external can report suspicions of unethical or unlawful activity. We have received no concerns related to modern slavery or human trafficking during 2020.

Declaration

This statement is made in accordance with the reporting requirements of Clause 54, Part 6 of the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010 (SB 657), for the year ending 31 December 2020. This statement applies to all parts of the Iqarus Group.

This statement has been approved by the Board of Directors, and has been signed by the Chairman, on behalf of the Board of Directors.

This statement will be reviewed annually and an updated statement reissued through our web site at www.iqarus.com.

Signed



Timothy Mitchell
CEO
Iqarus Holdings Pte Limited
12 November 2020