

Anti-Slavery Policy

Last updated: October 2026

1. Introduction

DEPLOYFLOW AI TECHNOLOGY SERVICES L.L.C. (hereafter referred to as “DEPLOYFLOW”) recognises that modern slavery remains a significant global issue and that businesses have an important role to play in identifying and addressing the risk of exploitation within their operations and supply chains. The Modern Slavery Statement sets out the approach taken by DEPLOYFLOW to prevent modern slavery and human trafficking within its operations and supply chains and describes the measures we have implemented to support that commitment. The Statement is made pursuant to Federal Law No. 51/2006 on Combating Human Trafficking (as amended by Federal Law No. 1/2015) and Federal Law No. 24/2023 on Combating Human Trafficking.

2. Our Commitment

At DEPLOYFLOW, we believe in conducting our business ethically and with integrity. We are committed to promoting the fair and respectful treatment of workers within our operations and supply chains and to supporting the protection of fundamental human rights.

Modern slavery can take many forms, including slavery, servitude, forced or compulsory labour, child labour and human trafficking. DEPLOYFLOW has zero tolerance for such practices and expects the same standard from its suppliers and business partners.

We recognise our responsibility to remain alert to the risk of modern slavery and human trafficking within our business and supply chains and to take proportionate steps to identify and address those risks. Our commitment is underpinned by a risk-based approach to identifying and assessing modern slavery risks within our business and across our global supply chain. Where risks or concerns are identified, we take appropriate steps to prevent and mitigate them.

3. Our Policies and Procedures

To ensure our commitment is upheld, we have implemented the following policies and procedures:

- **Recruitment and Employment Policy:** We conduct rigorous checks on all new employees to confirm:
 - validity of UAE residence visas;
 - validity of work permits issued by the relevant UAE authority;
 - that no recruitment fees have been charged to or paid by the worker either directly to Deployflow or through its supply chain;

- that the employment contract presented to the worker prior to arrival matches the contract signed upon commencement of employment, to guard against contract substitution;
- that at no times has any worker's passport or personal identity document been confiscated, retained, or controlled by Deployflow, its managers, supervisors, or any third party acting on its behalf;
- that visa issuance, renewal, and cancellation costs are borne by the employer;
- that all salaries are paid on time and in full through WPS-approved channels without any deductions from the workers' salaries that are not expressly permitted under UAE law.

We ensure all workers are paid a fair wage, have reasonable working hours, and are not subjected to any form of forced, compulsory, or trafficked labour.

- **Supplier Code of Conduct:** Our suppliers are required to adhere to our Supplier Code of Conduct, which explicitly prohibits the use of any form of forced, compulsory, or child labour. The code also outlines our expectations regarding fair/legally compliant pay, working hours, safe working conditions, and the freedom of association. We reserve the right to terminate our relationship with any supplier found to be in breach of this code.
- **Due Diligence:** Assessment of our supply chain takes into account relevant risk factors, including geographic location, industry sector as well as the nature of workforce. Existing suppliers may be subject to ongoing due diligence where appropriate, taking into account the supplier's risk profile, material changes in circumstances, and any concerns identified during the course of the business relationship. All new suppliers, particularly those operating in high-risk sectors or jurisdictions, undergo due diligence. This may include:
 - Risk assessment based on factors including country of operation, industry, and workforce.
 - Review of their anti-slavery policies, practices and internal controls.
 - On-site audits or third-party verification for our high-risk suppliers.
- **Whistleblowing Policy:** In line with the UAE National Committee to Combat Human Trafficking (NCCHT), MOHRE and relevant UAE laws (Federal Law No. 51/2006 and Federal Law No. 24/2023), we have a confidential and anonymous whistleblowing channel for employees and third parties to report any concerns or suspicions of modern slavery or human trafficking. Concerns raised will be assessed, and where appropriate, investigated promptly and thoroughly.

DEPLOYFLOW will not retaliate and does not tolerate retaliation against any worker or employee who makes a good-faith report of trafficking or labour exploitation.

- **Training and Awareness:** We provide training to key employees, including those in management and procurement, to help them:
- Be aware of the criminal consequences of human trafficking under UAE law, including the possibility of life imprisonment for the most serious offences.
- Identify and respond to UAE-specific trafficking indicators, including passport confiscation, contract substitution, debt bondage, and recruitment fee exploitation.
- Become familiar with the requirements of Federal Law No. 51/2006 and Federal Law No. 24/2023.

Particular emphasis is placed on identifying heightened risks associated with certain jurisdictions, sectors and working practices. Employees are encouraged to promptly raise any concerns with the appropriate internal teams and through official UAE reporting channels, including NCCHT and MOHRE so that they can be assessed and, where necessary, appropriate action can be taken.

4. Monitoring and Review

The DEPLOYFLOW Management Team is ultimately responsible for this policy. We will formally review its effectiveness and make any necessary updates on an annual basis. This ensures our approach remains robust and aligns with evolving legislation and best practices. The policy will be reviewed at least annually, or more frequently in response to changes in applicable UAE law. Any material amendments will be communicated to all relevant employees, suppliers, and stakeholders with reasonable notice. The policy's core commitments — including prohibitions on passport confiscation, recruitment fees, and forced labour — reflect mandatory legal obligations under UAE law and cannot be withdrawn.

5. Over the Coming Year

As part of our ongoing efforts, DEPLOYFLOW remains dedicated to preventing modern slavery and human trafficking. We will continue to work diligently to ensure our business and supply chains are free from exploitation, and that all workers are treated with fairness and respect.