



## Modern Slavery Statement

### Organisation

This statement applies to all companies within and associated to Panorama Antennas Ltd (referred to in this statement as “The Group”). The information included in the statement refers to the financial year 2026.

### Definitions

The Group considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property;
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own products and services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, Singapore, France, Denmark, Germany, Canada, Australia and the USA, and in many cases exceeds those minimums in relation to its employees.

### Organisational structure

This statement covers the activities of Panorama Antennas Group which designs, manufactures and supplies antennas for radio communications. Founded in the UK in 1947, Panorama operates internationally in conjunction with a network of regional partners who sell and provide local support for its products. The Group is controlled by a board of directors.

The labour directly utilised by the Group in pursuance of its operation is carried out in the United Kingdom, Singapore, France, Denmark, Germany, Canada, Australia and the USA.

**\*This policy is non-contractual and can be amended at any time\***

### REVISION HISTORY

| Revision | Date       | Description           |
|----------|------------|-----------------------|
| 1        | April 2026 | Initial documentation |
|          |            |                       |

## Supply chain structure

Panorama's principal activities are designing, manufacturing and supplying antenna products and associated accessories. Panorama's Supplier Selection and Approval Policy details how its supply chain is managed and how all of its suppliers must undergo an approval process to ensure compliance.

## Assessing and managing risk

The Group considers its main exposure to the risk of slavery and human trafficking to exist in some of our Asian Supply Chains because they involve the provision of labour in a country where protection against breaches of human rights may be more limited.

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it. Our Human Rights Risk assessment is reviewed annually, and visits are made to suppliers.

## Due diligence in relation to modern slavery

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers. Each supplier is assessed to ensure adherence to the Modern Slavery Act 2015 as part of our Supplier Visit Assessment Reports and Supplier Assessment Questionnaires.

## Policies

The Group has the following policies which further define its stance on modern slavery:

- Modern slavery policy;
- Corporate social responsibility policy;
- Supplier code of conduct and;
- Recruitment policy.

## Recruitment

All relevant pre-employment checks will be undertaken prior to staff being employed and the Company will carry out fair and transparent recruitment processes. The Company also requires any recruitment agencies acting on its behalf to commit to the principles of fair and transparent recruitment in the provision of agency staff.

## Training

The Group provides training to staff to effectively implement its stance on Modern Slavery via Modern Slavery training. The Company will raise and maintain staff awareness of the risks of slavery and

**\*This policy is non-contractual and can be amended at any time\***

## REVISION HISTORY

| Revision | Date       | Description           |
|----------|------------|-----------------------|
| 1        | April 2026 | Initial documentation |
|          |            |                       |



human trafficking. It remains committed to the highest standards of quality, openness and accountability and as part of this commitment provides a confidential reporting process for employees to report serious concerns about any aspect of the Company's activities which includes abuse or neglect of vulnerable people. The reporting of any wrongdoing is encouraged through internal and external whistleblowing procedures, and the Company will protect whistleblowers.

### Monitoring and evaluation

The Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Group or its supply chains.

- Conduct supplier Audits: % of supplier audits completed;
- Provide all suppliers with supplier assessment questionnaire and code of conduct: % of contracts with modern slavery clauses;
- Risk assess our exposure to modern slavery: % of high risk suppliers assessed;
- Provide training and awareness to all employees: % of employees trained.

### Steps

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- reviews our supplier contracts to include termination powers if the supplier is, or is suspected being, involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertakes ethical recruitment practices;
- established confidential whistleblowing channels for reporting concerns;
- engages with suppliers to promote fair labour practices and prevent exploitation;
- has a zero-tolerance policy towards modern slavery;
- has provided training to management staff on modern slavery.

### Statement Approval

This statement, approved by the board of Directors is made in pursuance of s.54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

**Tom Jesman**  
**Managing Director**  
**15/04/2026**

**\*This policy is non-contractual and can be amended at any time\***

### REVISION HISTORY

| Revision | Date       | Description           |
|----------|------------|-----------------------|
| 1        | April 2026 | Initial documentation |
|          |            |                       |