

## Modern Slavery and Human Trafficking Statement 2025

### Introduction

This statement is made by **Voltrix AsP** (“Voltrix”) in accordance with applicable anti-slavery, human rights, and labour legislation, and recognised international best-practice standards, in the jurisdictions in which we operate.

Voltrix recognises that modern slavery and human trafficking are serious global issues that can exist in many industries, including construction and engineering. Voltrix is committed to preventing acts of modern slavery, forced labour, and human trafficking within our business operations and throughout our supply chain. We are committed to acting ethically, transparently, and responsibly in all our business relationships.

### About Voltrix

Voltrix AsP operates within the electrical engineering and construction sector, specialising in **Low Voltage (LV) electrical solutions for mission-critical data centres**. Our services include the installation and integration of LV distribution systems, busbar systems, cable containment, and associated infrastructure that supports high-availability and resilient data centre environments.

Voltrix works with clients and partners across Europe and delivers projects where quality, safety, reliability, and compliance are essential. We employ skilled personnel and engage specialist subcontractors and suppliers who support our delivery of complex, mission-critical infrastructure.

### Our Policies and Commitment

Voltrix has a **zero-tolerance approach** to modern slavery and human trafficking. We are committed to conducting business with integrity and ensuring that all individuals working for or on behalf of Voltrix are treated with dignity, fairness, and respect.

To support this commitment, Voltrix has implemented policies and procedures that reflect our ethical standards, including:

- A **Code of Conduct** outlining expected standards of behaviour and ethical practice.
- A **Supplier and Subcontractor Code of Conduct** setting out expectations regarding labour standards, human rights, health and safety, and legal compliance.
- Clear requirements that all workers are legally employed, appropriately trained, and fairly compensated.

Voltrix expects all employees, suppliers, and subcontractors to comply with applicable labour laws, human rights legislation, and industry standards.

## Supply Chain and Due Diligence

Voltrix's supply chain includes suppliers, manufacturers, and subcontractors, some of whom may source materials or components from outside the EEA and UK. Voltrix recognises that certain regions and supply routes may present a higher risk of modern slavery.

As part of our due diligence process, Voltrix:

- Assesses new suppliers and subcontractors before engagement.
- Requires compliance with applicable labour, employment, and health & safety laws.
- Reserves the right to request evidence of ethical labour practices.
- Includes contractual obligations requiring adherence to our ethical and compliance standards

Where risks are identified, Voltrix will take appropriate steps to mitigate them, which may include further review, corrective actions, or termination of the business relationship.

## Clients and Mission-Critical Environments

Voltrix works primarily with **mission-critical data centre clients**, including contractors and operators who place the highest importance on compliance, governance, and ethical business practices. We recognise that our clients expect supply chain transparency and responsible sourcing, and we are committed to meeting those expectations.

Our contractual obligations reflect these standards, and Voltrix is proud to support clients whose values align with ethical, sustainable, and responsible business conduct.

## Monitoring and Compliance

Voltrix monitors compliance with this statement through:

- Ongoing supplier and subcontractor oversight.
- Site-based supervision and audits.
- Compliance with occupational health, safety, and employment regulations.
- Regular review of internal policies and procedures.

Any concerns regarding unethical behaviour, labour exploitation, or breaches of this policy are taken seriously and investigated appropriately.

## Training and Awareness

Voltrix ensures that employees are aware of their responsibilities regarding ethical conduct and modern slavery. Training and briefings are provided as appropriate to ensure that personnel understand:

- The risks associated with modern slavery.
- Indicators of forced labour or exploitation.

- Their responsibility to report concerns.

Voltrix encourages an open culture where concerns can be raised without fear of retaliation.

## **Conclusion**

Voltrix is committed to preventing modern slavery and human trafficking in all areas of our business and supply chain. We will continue to review and strengthen our processes, policies, and controls to ensure ongoing compliance and continuous improvement.

This statement will be reviewed annually and updated as required to reflect changes in legislation, business operations, or best practice.

## **Eduard Barcelona**

Chief Executive Officer, Voltrix AsP



Date: 30/08/2025