

## Modern Slavery Act Transparency Statement

This statement is made by Oxford Metrics plc (**OM**) under section 54(1) of the Modern Slavery Act 2015 (the **Act**) and has been approved by its Board of Directors.

In line with HM Government guidance, OM publishes this statement on behalf of itself and those of its subsidiaries which may be subject to the Act (together, the **Group**). This statement sets out the steps taken by the Group to prevent modern slavery and human trafficking in its business operations and supply chains during the financial year ended 30 September 2025 (**FY 2025**).

### Our Commitment

The Group is committed to upholding and promoting human rights across all areas of its business. We maintain a **zero-tolerance** approach to modern slavery and human trafficking and do not accept or condone the use of forced, bonded or involuntary labour in any part of our operations or supply chains.

### Our Business and Workforce

The Group is headquartered in the United Kingdom and in FY 2025, operated through subsidiaries in the Republic of Ireland, Germany, New Zealand and the United States. The Group trades through two divisions:

- motion capture, which comprises UK-based Vicon and Contemplas GmbH in Germany, providing motion capture and measurement analysis solutions to customers in healthcare, entertainment and engineering markets; and
- IVMS, which delivers precision machine vision and measurement solutions to blue chip manufacturing companies in the medical devices, pharmaceutical, aerospace, automotive and precision engineering sectors.

Across these divisions, the Group employed more than 200 people globally during FY 2025, delivering goods and services in more than 50 countries and territories. While the Group may engage independent contractors as needed on a temporary basis, no Group employees or contractors are engaged on a seasonal or structurally temporary basis that would elevate the risk of modern slavery.

### Our Supply Chain

The Group engages vendors and suppliers located predominantly in the United Kingdom and other OECD countries wherever practicable. Nonetheless, our supply chain has a global footprint, and we adopt a risk-based approach to supplier due diligence, applying enhanced scrutiny in higher risk jurisdictions or sectors. Where possible, we work with trusted suppliers with whom we have long standing relationships.

Vicon undertakes documented due diligence checks on all prospective suppliers as part of its onboarding process. This process includes an assessment of the steps taken by

suppliers to ensure that slavery, servitude, forced labour, human trafficking or any other form of exploitation prohibited under the Act is not present within their business or supply chains.

Vicon's standard terms for the manufacture, assembly and/or supply of products require suppliers to:

- comply with all applicable anti-slavery and human trafficking laws and regulations, including the Act;
- refrain from any activity that would constitute an offence under sections 1, 2 or 4 of the Act if carried out in England and Wales;
- ensure that their own suppliers are bound by anti-slavery and human trafficking obligations no less onerous than those agreed with Vicon; and
- notify Vicon promptly of any actual or suspected breach of these obligations, including maintaining full traceability records for all products supplied.

Vicon's distribution partners are subject to similar requirements and must warrant that they have not been convicted of, nor are subject to investigation for, any offences relating to modern slavery or human trafficking.

### **Policies and Governance**

Across all Group businesses, we maintain policies and procedures designed to uphold high standards of ethics, integrity and corporate responsibility. These include its:

- Whistleblowing Policy;
- Information Security Policy;
- Anti-Bribery and Corruption (ABC) Policy;
- Harassment and Bullying Policy; and
- Group Code of Conduct.

Collectively, these policies provide the framework through which we safeguard our people, promote ethical conduct and ensure compliance with applicable laws and standards.

### **Statement of Principles on Child and Forced Labour**

The Group recognises that modern slavery includes slavery, forced or compulsory labour, and human trafficking, and may involve both adults and children being compelled to work against their will. OM does not engage in, or condone, the unlawful employment or exploitation of children or the use of forced labour. In accordance with International Labour Organisation conventions and national law, OM restricts employment to individuals aged 16 or above, or the local minimum employment age where higher. All temporary workers engaged by OM and all third-party workers performing services on OM premises must meet these minimum age requirements.

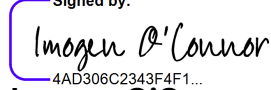
OM also requires that none of its suppliers use child labour or forced labour in any form and is committed to working only with suppliers who adhere to these principles.

### **Looking ahead**

While we remain confident that the Group's current controls and approach to identifying and mitigating modern slavery risks are proportionate and fit for purpose, we acknowledge that Vicon is at a more advanced stage of maturity in this area when compared to other parts of the Group. Over the next year, we intend to enhance, formalise and better document the relevant processes for IVMS and Contemplas.

We also recognise that the Group's broader policy framework on ethical conduct and anti-corruption has not been substantively refreshed for some time. During 2026, we therefore intend to undertake a comprehensive review and update of the Group's Code of Conduct and the policies listed above. This review will ensure continued alignment with evolving regulatory expectations, sector best practice and the Group's values.

This statement has been reviewed and approved by the Board of Directors of Oxford Metrics plc.

Signed by:  
  
4AD306C2343F4F1...  
**Imogen O'Connor**  
**Chief Executive Officer**  
**22 April 2026**