

## Slavery and Human Trafficking Statement and Policy

Northwest UAV (the “Company”) is committed to implementing practices to combat slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain related to slavery and human trafficking. We have committed resources to implement and enforce effective systems and controls to detect and prevent instances of slavery or human trafficking in our supply chains and our business. We further expect our employees to report concerns in order that management can take appropriate steps to act upon them.

The Company is committed to ensure there is no slavery or human trafficking in our supply chains or in any part of our business. Our Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We are committed to raising awareness of our Slavery and Human Trafficking Policy to ensure understanding of the risks of slavery and human trafficking in our supply chains and our business.

As part of our initiative to identify and mitigate risk, we are reviewing systems to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- Ensure whistle blowers are protected.

We operate zero tolerance to slavery and human trafficking to ensure all those in our supply chain and contractors understand the importance of this issue to us and that they comply with our values.

Specifically, the Company takes the following steps to minimize the risk of slavery and human trafficking in its operations:

The Company does not allow, and prohibits any of its employees or agents from doing any of the following in the performance of any work, including but not limited to work on any government-related contract or job assignment:

- (1) Engaging in severe forms of trafficking in persons;
- (2) Procuring commercial sex acts;
- (3) Using forced labor;
- (4) Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee’s identity or immigration documents, such as passports or drivers’ licenses, regardless of issuing authority;
- (5) Using misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language understood by the employee or potential employee, basic information or making material misrepresentations during the recruitment of



employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, any significant costs to be charged to the employee or potential employee, and, if applicable, the hazardous nature of the work;

(6) Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;

(7) Charging employees or potential employees' recruitment fees;

(8) Failing to provide return transportation or pay for the cost of return transportation upon the end of employment for an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a U.S. Government contract or subcontract (for portions of contracts performed outside the United States); or for an employee who is not a United States national and who was brought into the United States for the purpose of working on a U.S. Government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee (for portions of contracts performed inside the United States);

(9) If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing. Such written work document shall be in a language the employee understands. If the employee must relocate to perform the work, the work document shall be provided to the employee at least five days prior to the employee relocating. The employee's work document shall include, but is not limited to, details about work description, wages, prohibition on charging recruitment fees, work location(s), living accommodations and associated costs, time off, roundtrip transportation arrangements, grievance process, and the content of applicable laws and regulations that prohibit trafficking in persons.

The Company has in place measures to notify its employees and agents of the following:

(i) The United States Government's policy prohibiting trafficking in persons; and

(ii) The actions that will be taken against employees or agents for violations of this policy. Such actions for employees may include, but are not limited to, removal from the contract, reduction in benefits, or termination of employment.

The Company will inform all relevant authorities immediately of any credible information it receives from any source that alleges that an employee of the Company has engaged in any conduct related to human trafficking, as well as any actions taken against an employee related to such conduct.

The Company has in place an awareness program to inform employees about the Government's policy prohibiting trafficking-related activities, the activities prohibited, and the actions that will be taken against the employee for violations. The Company also has in place a process for employees to report, without fear of retaliation, activity inconsistent with the policy prohibiting trafficking in persons, including a means to make available to all employees the hotline phone number of the Global Human Trafficking Hotline at 1-844-888-FREE and its email address at [help@befree.org](mailto:help@befree.org). The Company also has in place a recruitment and wage plan that only permits the use of recruitment companies with trained employees, prohibits charging recruitment fees to the employees or potential employees and ensures



that wages meet applicable legal requirements or explains any variance. The company also has in place procedures to prevent agents and subcontractors from engaging in trafficking in persons and to monitor, detect, and terminate any agents, subcontracts, or subcontractor employees that have engaged in such activities.

The Company will annually prepare and have ready for submission if required a certification that it has implemented a compliance plan to prevent any prohibited activities and to monitor, detect, and terminate any agent, subcontract or subcontractor employee engaging in prohibited activities; and that after having conducted due diligence, either to the best of the Company's knowledge and belief, neither it nor any of its agents, subcontractors, or their agents is engaged in any prohibited activities, or if abuses relating to any of the prohibited activities have been found, the Company has taken the appropriate remedial and referral actions.