optimajet

Modern Slavery Policy

Optimajet's operations and supply chains

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Version 1.0, effective as of 17 November 2026.

1. Purpose and Commitment

Optimajet Limited (“Optimajet,” “we,” “us,” and “our”) develops, licenses, and supports software. We are committed to respecting human rights and preventing modern slavery in our business and supply chains.

We prohibit slavery, servitude, human trafficking, forced or compulsory labor, debt bondage, and child labor. No person working for Optimajet may engage in, facilitate, or knowingly benefit from these practices.

This policy sets the standards and actions that Optimajet will apply from its effective date. It is not a statement that every supplier has been audited or that our supply chains are free from all risk.

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2. Scope

This policy applies to Optimajet’s directors, employees, and people working on our behalf, wherever they work. Managers must communicate the policy to the people whose work they oversee.

We expect suppliers, contractors, recruitment providers, and business partners to meet the labor standards in this policy in the work they perform for us. We will communicate these expectations and seek appropriate commitments when selecting suppliers and entering into or renewing relevant agreements. This policy does not by itself amend an existing third-party contract.

Our risk assessment will consider both our own activities and the goods and services we purchase, including outsourced work, technology equipment, and business services where relevant. Providing software does not eliminate supply-chain risks.

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3. Labor Standards

Work must be voluntary. Workers must be free to leave employment with reasonable notice under applicable law, without threats, coercion, or unlawful penalties.

The following standards apply to our own working arrangements and guide our supplier requirements:

- Workers receive clear information about their role, pay, working hours, and conditions before starting work, in a language they understand.
- Workers must not pay recruitment fees or related costs to obtain work for Optimajet. Recruitment arrangements must not place workers in debt or require a deposit to secure employment.
- Workers retain control of their passports, identity documents, and personal possessions. Documents or wages must not be withheld to prevent a worker from leaving.
- Pay, working hours, rest periods, and working conditions must meet applicable legal requirements. Violence, intimidation, and restrictions on freedom of movement are prohibited.
- Work must meet applicable minimum-age requirements and must not interfere with compulsory education. Anyone under 18 must not perform hazardous work.

4. Assessing Suppliers and Risks

We will assess modern slavery risks when selecting relevant suppliers and when a relationship, service, or credible concern changes the risk. The assessment will consider the type and location of work, recruitment arrangements, subcontracting, and the vulnerability of workers. The severity and likelihood of harm to people will guide the depth of our checks.

Depending on the risk, checks may include reviewing a supplier's policies and public information, requesting a questionnaire or supporting evidence, asking about recruitment and subcontractors, and agreeing corrective actions. A policy or certification alone does not resolve a credible concern.

Where a significant concern remains unresolved, management must review it before we begin, renew, or expand the relevant work. Management will record the concern, the decision, and any conditions or follow-up. We will not proceed with an arrangement that requires or knowingly supports exploitation.

We will ask suppliers to apply equivalent standards to subcontractors involved in work for us and to tell us about suspected modern slavery connected with that work. We will seek contractual protections appropriate to the risk and the relationship.

5. Responsibility and Awareness

Optimajet's management is responsible for implementing and reviewing this policy, assigning responsibility for supplier checks and reports, and ensuring that agreed actions are followed through.

People responsible for recruitment, purchasing, and supplier relationships must apply this policy in their decisions. Management will provide guidance appropriate to their responsibilities and the risks they encounter, including how to recognize warning signs and raise concerns.

Employees and people working on our behalf must report suspected breaches promptly and cooperate with a lawful review. They are not expected to establish proof or investigate a concern themselves.

6. Raising a Concern

Anyone, including a worker in our supply chain, may raise a concern about modern slavery connected with Optimajet by emailing hello@optimajet.com with the subject "Modern Slavery Concern." This is a general company inbox. The receiving team must refer the report promptly to a member of management who is not involved in the concern.

Please describe what happened, the organization or work involved, and any information that can be shared safely. Do not put yourself or anyone else at risk to gather evidence. Provide only the personal information needed to explain the concern.

We will treat reports sensitively and limit access to people who need the information to assess or respond to them, or where disclosure is required by law. We cannot promise absolute confidentiality. Optimajet prohibits retaliation against anyone who raises a concern honestly, seeks advice, or assists a review, even if the concern is not substantiated.

If a report involves its intended recipient, raise it with an uninvolved member of management or an appropriate external authority. Nothing in this policy prevents anyone from reporting to authorities or seeking independent advice. If someone is in immediate danger, contact the local emergency services.

7. Responding to Concerns

Management will assess reports promptly, consider immediate risks to affected people, and arrange further inquiries or specialist advice as appropriate. The response must take account of the safety and wishes of affected people and any legal reporting duties.

Where we have caused or contributed to harm, we will take steps to stop it and provide or cooperate in an appropriate remedy. Where harm is connected to a supplier or partner, we will seek corrective action and use our business relationship to help prevent further harm. Actions and follow-up must be recorded.

Responses may include changes to working arrangements, a corrective action plan, suspension of relevant work, or ending a relationship in accordance with applicable law and contractual rights. Before disengaging, we will consider whether doing so could increase harm to workers. Disengagement is not a substitute for addressing harm we have caused or contributed to.

Breaches by our personnel may lead to disciplinary action, including termination where appropriate and lawful. Suspected criminal conduct will be referred to the appropriate authorities where required by law or otherwise appropriate, taking account of risks to affected people.

8. Review and Records

Management will review this policy at least annually and after a material change in our operations, relevant legal requirements, or a significant concern. The review will consider supplier checks, reports received, corrective actions, and whether guidance has reached the people who need it. An absence of reports is not, by itself, evidence that no risk exists.

We will keep proportionate records of assessments, decisions, and follow-up, with access restricted as appropriate. Personal information will be handled under applicable data protection requirements and retained only as long as needed for these purposes or required by law.

9. Publication and Other Requirements

The approved version of this policy will be available on optimajet.com, with its version and effective date. Questions about the policy may be sent to hello@optimajet.com.

This policy sets corporate standards. It does not replace a statutory modern slavery statement, determine whether a reporting duty applies to Optimajet, or amend product licenses or customer agreements. Any required statutory reporting or separately agreed supplier commitments must be addressed in their own right.

ABOUT THIS COPY

This file contains the Modern Slavery Policy, Version 1.0, effective 17 November 2026. The document is published at https://optimajet.com/company/modern-slavery-policy/.

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