



ETHICAL TRADING POLICY

Policy Statement

Celltarga Ltd. Is committed to promoting ethical trading throughout the company and complying with national and other applicable laws. Ensuring all employees are aware of the below and what the company practices.

Aim

Employment is freely chosen

- There is no forced or involuntary labour
- Employees are free to leave the company after reasonable notice

Safe and hygienic working conditions

- Taking the necessary steps to prevent accidents, injuries and reducing the hazards in a working environment.
- Employees to receive regular and recorded health and safety training within the company
- Access to clean toilet facilities and potable water

Living wages

- All workers are provided with a contract of employment stating information about their employment conditions in respect to their wages before entering employment
- Wages and benefits to meet national legal standards

Working hours

- Working hours must comply with national laws and collective agreements
- Working hours, excluding overtime shall be defined by contract of employment which employee is aware of
- All overtime shall be voluntary and shall be used responsibly
- Total hours worked in seven days shall not exceed 60 hours unless collectively agreed and negotiated with both management and employee
- Workers shall be provided with at least one day off in every seven-day period

No discrimination is practiced

- No discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation



No harsh or inhumane treatment allowed

- Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited

Safeguarding within the supply chain

- Providing a safe and trusted environment which safeguards anyone who your company or organisation has contact with including staff, volunteers and beneficiaries
- Making safeguarding a priority so that it is safe for those affected to come forward and to reports incidents and concerns with assurance they will be handled sensibly and formally.
- Ensuring that there are adequate safeguarding policies, procedures and measures to protect people which are shared and understood
- Ensuring that you have procedures in place outlining how incidents and allegations will be handled should they arise including reporting to relevant authorities

Name: Richard Divall

Position: Managing Director

Date: 05/01/2026

Signature:

A handwritten signature in black ink, appearing to read "Divall", written over a horizontal line.