

# IMPORTANT INFORMATION

## Modern Slavery Statement

**FABIO MUSCAT**  
OZO GROUP CEO

**OZOGROUP**  
international

OZO is pleased to announce our collaboration with the Slave-Free Alliance, a global nonprofit organization dedicated to combatting human trafficking and modern slavery. Our engagement with this initiative involves subjecting ourselves to an independent evaluation and benchmarking process, positioning us as pioneers in setting higher standards within the local market and for safeguarding our employees.

This partnership represents a significant stride in our ongoing commitment to eradicating modern slavery and preventing any form of employee exploitation. We acknowledge that this endeavor is not a solitary undertaking but rather the inception of a broader nationwide discourse on this critical issue.

Our alliance with the Slave-Free Alliance is motivated by our core belief that every employee should work in an environment devoid of exploitation, where their rights are safeguarded, and their dignity is preserved. We are resolute in our dedication to implementing stringent measures, rigorous auditing procedures, and comprehensive training initiatives to ensure that no employee within our organization or the industry as a whole becomes a victim of modern slavery.

While this collaboration is a momentous milestone for us, it signifies just the beginning. We extend an invitation to all industry stakeholders, businesses, and policymakers to unite with us in addressing this pressing concern collectively. By joining forces, we can effect tangible and lasting improvements in the lives of numerous individuals.

We remain steadfast in our belief that the implementation of robust regulations and a rigorous licensing framework within our industry will primarily benefit employees while also contributing positively to the overall economy.

**Fabio Muscat**  
Chief Executive Officer  
Ozo Group

## Modern Slavery Statement

OZO remains committed to actively confronting and taking a pioneering role in the fight against modern slavery. We have established robust mechanisms to ensure that our employees and the broader market comprehend the issue of modern slavery. We are dedicated to doing everything within our power to assist our clients, supply chains, and industry partners in eradicating this reprehensible crime from our collective endeavours.

OZO is a renowned global presence in the hospitality and workforce services sector, delivering a comprehensive range of essential services to over 600 clients across key locations, including Malta, Budapest, and the Middle East. With a heritage spanning more than two decades, OZO's origins as a modest family-operated upholstery cleaning venture have evolved into a highly respected international enterprise. Our collaborative endeavors extend across diverse sectors, encompassing corporate offices, healthcare institutions, upscale hotels, sports arenas, retail hubs, manufacturing facilities, commercial outlets, dining establishments, and educational establishments.

Our multinational workforce comprises 3,000 skilled professionals, encompassing roles such as cleaning specialists, security personnel, technical experts, educators, operational managers, horticulturists, healthcare practitioners, and service specialists. They are dedicated to providing tailored and sustainable solutions that actively contribute to the seamless daily operations of our valued clients.

To safeguard the ethical sourcing and operational integrity that defines our organization, we diligently undertake supplier due diligence and maintain an ongoing process evaluation. Our unwavering commitment extends to the eradication of any potential instances of modern slavery within our intricate supply chain. In the year 2023, we conducted a comprehensive assessment, focusing on areas deemed high-risk, such as recruitment agencies, in order to fortify our efforts in this crucial domain.

The Slave Free Alliance, of which OZO Groups proudly maintains membership, assumes a pivotal role in our overarching mission to combat slavery. The SFA actively engages in the Global Anti-Slavery Committee, offering invaluable guidance and consultancy to steer our strategic actions. Collaboratively, we design programs aimed at raising awareness and deepening comprehension of modern slavery within our organization. The SFA has made significant contributions towards the development of our mandatory Modern Slavery training program, ensuring its widespread adoption among all our employees.

OZO maintains rigorous policies addressing slavery, human trafficking, and due diligence. Our steadfast adherence to the Global Code of Conduct, disseminated to all employees, ensures that our corporate standards resonate consistently throughout our organizational framework. We uphold our personnel to the highest standards and hold them accountable for upholding the principles of this code, which encompasses a wide array of established policies, including those concerning Anti-Bribery, Equal Opportunities, Ethical Trading, Recruitment and Vetting, Eligibility to Work, Whistleblowing, and Procurement.

OZO has unequivocally demonstrated its unwavering commitment to nurturing slave-free supply chains and ethical operations. Our dedicated efforts are geared towards enhancing worker protection and curbing exploitation. We enthusiastically anticipate continued collaboration in 2023 and beyond, relentlessly striving towards the attainment of these noble objectives.

