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INVENTASIA LTD'S MODERN SLAVERY STATEMENT

BACKGROUND

InventAsia Ltd believes strongly in high ethical standards, equality for all our employees, suppliers and customers globally. Together with our strong leadership, we seek to uphold and support the principles of the Universal Declaration of Human Rights, the fundamental International Labour Company conventions and UK legal legislations such as the Equality Act of 2010 and the UK Modern Slavery Act of 2015.

OUR COMPANY AND OUR BUSINESS

InventAsia Ltd (IAL) is a provider of business outsourcing services in the UK with global offices in Hong Kong (inventAsia Limited), Ireland, Australia, and the Philippines. Prescribe Digital is the medical transcription division of InventAsia offering a comprehensive range of high-quality, fast turnaround, and cost-effective digital audio typing service to the healthcare sector in the UK, particularly the NHS, Private Hospitals and Clinics.

For further details about our corporate structure, you can visit our website at https://www.prescribe-digital.com.

OUR COMMITMENT

InventAsia Ltd and its global subsidiaries strongly condemn the use of child labour, human trafficking and other forms of modern slavery. The Company highly believes and is committed to equality, acting ethically in all of its business dealings and expects its supply chain which includes customers, partners, and suppliers to follow the same principles.

InventAsia does not support and will not support Companies involved in any unethical practice violating the principles of human rights such as the use of child labour and human trafficking.

OUR POLICY

The InventAsia Code of Practice, in line with our Equality and Ethical Policy and this Modern Slavery Statement, encourages all its employees to practice equality and maintain high ethical standards in their work practice.

In summary, these codes state that:

InventAsia Limited is a Hong Kong based Company also operating in the UK, Ireland, Australia, New Zealand and the Philippines. It is accredited to **ISO9001** (Quality) and **ISO27001** (Information Security Management System). The Group **celebrates 33 Years in 2020** and specialises in Business Transformation through technology and outsourcing solutions. Serving the public and private sectors globally.

1. No forced, bonded or involuntary labour shall be used by the Company. Employees are free to leave InventAsia after reasonable notice.

2. There is no discrimination in pay, hiring, compensation, access to training, promotion, and termination of employment or retirement on the grounds of gender, race, ethnic background, culture, socio-economic status, nationality, religion, age, disability, marital status, sexual orientation, union membership or political affiliation.

3. No child labour nor human trafficking shall be used by InventAsia in its labour force. There shall be no recruitment of child labour. Children or persons under 16 are not employed at any time, day or night. Children or persons under 18 are not employed full-time. InventAsia strongly condemns human trafficking and exploitation of children in any form.

4. The Company is committed to the provision of a healthy and safe working environment to all its employees. InventAsia takes adequate measures to prevent accidents and minimise potential hazards in the work place.

5. Employees are not forced to work in excess of normal hours per week though a voluntary opt out agreement is available for those wishing to work in excess of normal hours. They are given rest days and are compensated fairly in accordance with the legislation of the country where they work.

6. Physical, verbal and sexual threats, abuse, harassment or intimidation is expressly prohibited and grounds for summary dismissal, if proved.

7. InventAsia's Senior Management implements an open-door policy to all its employees and encourages them to report any violations in the Modern Slavery Act of 2015.

RISK ASSESSMENTS

Annual risk assessments are being undertaken annually to check for any non-conformances in the Company's Equality and Ethical Policy.

POLICY DISSEMINATION AND TRAINING

All employees of InventAsia and its subsidiaries have been informed of this Modern Slavery Statement and this will be posted in the Company's Employee Bulletin Board. Employees are given refresher training annually on all InventAsia's policies including the Equality and Ethical Policy. New employees are given training on this as part of their induction process.

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REVIEW

This Statement as well as the Company's Equality and Ethical Policy will be reviewed by the Senior Management on an annual basis.

This statement is made in compliance to section 54(1) of the Modern Slavery Act 2015 for the current financial year which will also be posted on our Company website.

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