

Modern Slavery Statement
relating to

IOFINA PLC

Adopted: 28 April 2026



IOFINA PLC

(Incorporated in England and Wales with company number 05393357)

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Modern Slavery Statement

Iofina plc

Financial Year Ending 2025

1. Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 ('the Act') and outlines the steps taken by Iofina plc and its subsidiaries ('the Group') to prevent modern slavery and human trafficking within its operations and supply chains.

The Board of Iofina plc is committed to maintaining high standards of corporate governance and ethical conduct. The Group recognises that modern slavery, forced labour and human trafficking represent serious human rights violations and is committed to ensuring these practices do not occur within its business or supply chains.

2. Business Model and Operations

Iofina plc is a vertically integrated specialty chemical and iodine producer listed on AIM. The Group extracts iodine from brine produced during oil and gas operations and manufactures iodine-based specialty chemical derivatives used in pharmaceutical, industrial and agricultural markets.

The Group operates primarily in the United States through:

- **Iofina Resources, Inc.** – iodine extraction using proprietary Wellhead Extraction Technology (WET®) and IOsorb® systems.
- **Iofina Chemical, Inc.** – manufacture and distribution of iodine derivatives and specialty chemicals.

Operational activities include iodine extraction facilities in Oklahoma and chemical manufacturing operations in Kentucky.

3. Supply Chain Overview

The Group's supply chain primarily consists of:

- Industrial plant equipment and engineering services
- Chemical reagents and processing inputs
- Logistics and transportation providers
- Maintenance and operational contractors
- Oil and gas partners providing produced brine streams used as iodine feedstock

The Group recognises that while most of its operations and suppliers are located in jurisdictions with established labour regulations, risks may still arise within global industrial supply chains.

4. Governance and Policies

Iofina plc maintains governance policies designed to mitigate modern slavery risks and support responsible business conduct. These include:

- Code of Conduct and Business Ethics
- Anti-Bribery and Corruption Policy
- Whistleblowing Policy
- Health, Safety and Environmental policies
- Supplier contractual obligations and procurement procedures

The Board retains oversight of Sustainability and Governance matters, including human rights and ethical supply chain management.

5. Risk Assessment and Due Diligence

The Group conducts periodic assessments of modern slavery risk across its operations and procurement processes. Risk considerations include:

- Supplier location and jurisdiction
- Industry sector risk within industrial and chemical manufacturing supply chains
- Use of contractors or third-party labour
- Procurement and supplier oversight controls

Where appropriate, suppliers may be required to confirm compliance with labour laws and ethical business standards through contractual provisions or supplier due diligence procedures.

6. Stewardship and Key Performance Indicators

In support of continuous improvement and responsible stewardship, the Group aims to monitor the effectiveness of its approach through measurable indicators. These may include:

Supply Chain Oversight

- Percentage of key suppliers subject to compliance review or contractual human rights commitments.
- Supplier onboarding processes incorporating ethical standards and legal compliance requirements.

Training and Awareness

- Percentage of relevant employees receiving training or awareness materials on ethical business conduct and modern slavery risks.

Governance and Reporting

- Maintenance of whistleblowing channels available to employees and stakeholders.
- Monitoring and investigation of any reported ethical or labour-related concerns.

Operational Oversight

- Periodic review of procurement practices and contractor relationships to identify potential labour risks.

The Group will continue to evaluate opportunities to enhance supplier engagement and strengthen monitoring of human rights standards within its supply chain. Iofina plc is not aware of any of its suppliers which do not comply with this Act.

7. Employee Awareness and Reporting

Employees are expected to adhere to the Group's ethical standards and may raise concerns through established whistleblowing procedures. Concerns relating to unethical labour practices or potential modern slavery risks are reviewed and investigated where appropriate.

The Group seeks to promote awareness of ethical business practices and responsible supply chain management among employees and contractors.

8. Continuous Improvement

Iofina plc remains committed to improving its policies and practices relating to human rights and responsible supply chain management. Future priorities include:

- Further integration of Sustainability and Governance considerations into procurement and supplier management processes
- Enhanced supplier engagement and transparency
- Ongoing review of governance policies to reflect evolving regulatory and investor expectations

9. Board Approval

This statement has been approved by the Board of Directors of Iofina plc.

Signed on behalf of the Board



Tom Becker, CEO and President

Iofina plc

Date: 28 April 2026