

STERLING LEXICON'S MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Sterling Relocation Limited and its affiliates (collectively, "Sterling Lexicon") is committed to supporting human rights and preventing human trafficking, modern slavery, and related activities. Sterling Lexicon's employees, contractors, consultants, temporary employees, suppliers, and others performing services for, or on behalf of, Sterling Lexicon are expected to use good judgment, high ethical standards, diligence, and vigilance in support of Sterling Lexicon's commitments to human rights and human dignity.

Human trafficking and modern slavery include engaging in sex trafficking; procuring commercial sex acts (even if this practice is legal in the jurisdiction where it transpires); using force, fraud, or coercion to subject a person to involuntary servitude; or obtaining labor from a person by threats of serious harm to that person or another person.

Contrary to its name, human trafficking does not require movement. Human trafficking impacts individuals regardless of whether they were born into a state of servitude, were exploited in their home town, were transported to the exploitative situation, previously consented to work for a trafficker, or participated in a crime as a direct result of being trafficked.¹

Sterling Lexicon strictly forbids any activity that is directly or indirectly related to human trafficking or modern slavery.

Employees:

As set forth above, and in Sterling Lexicon's Code of Business Conduct and Ethics (the "Code"), and in Sterling Lexicon's Human Trafficking Policy, Sterling Lexicon strictly forbids any activity that is directly or indirectly related to human trafficking or modern slavery.

Sterling Lexicon provides training on human trafficking and modern slavery to its employees. The training empowers employees to recognize the signs of human trafficking and modern slavery and to understand the employee's responsibility to report good-faith concerns.

Supply Chain:

Sterling Lexicon conducts diligence on its supply chain and business partners to ensure that Sterling Lexicon does not do business with those that violate Sterling Lexicon's Human Trafficking Policy, its Code, or applicable law.

Reporting Concerns:

Sterling Lexicon does not tolerate retaliation or threats of retaliation against anyone who raises a good-faith concern or who assists with an internal or governmental audit or investigation. This core principle is set forth in Sterling Lexicon's Human Trafficking Policy, as well as in Sterling Lexicon's Code.

¹ <https://www.state.gov/what-is-modern-slavery/>

In addition, Sterling Lexicon has a third-party compliance helpline where employees, suppliers, customers or any other third party, including those in Sterling Lexicon's supply chain, may report a good-faith concern. All making such a report are encouraged to share as much information as possible so that appropriate action can be taken.

Reports may be made anonymously where legally permitted.

Ongoing Efforts:

As a leader in the transportation and relocation industry, members within Sterling Lexicon's organization have taken active leadership roles in various organizations that educate and combat human trafficking.

Sterling Lexicon continues to seek opportunities to enhance its programs aimed at combating human trafficking and modern slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Sterling Lexicon's Modern Slavery and Human Trafficking statement for the financial year ending December 31, 2024.

Sterling Relocation Limited

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