

Modern Slavery Policy

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1 Acronyms/ Abbreviation

Acronym / Abbreviation	Description
SME	Small and Medium-sized Enterprises
UK	United Kingdom
Ltd	Limited
UAS	Unmanned Air Systems

Table 1: Acronyms/ Abbreviation

2 Company structure

Overview Ltd is a rapidly growing UK SME, and operates from its head office in Woking, Surrey, UK. Overview develops and manufactures market leading Intelligent Remote Autonomous Sensor Systems and Integrated Servo Drives, for global markets.

Overview's Intelligent Remote Autonomous Sensors Systems (Pods) use multiple sensors and sophisticated edge processing to autonomously provide users with actionable digital information. Pods autonomously detect, classify, alert users and track targets of interest, all at machine speed. Developed for use in critical domains such as defence, surveillance, security, emergency response and counter UAS (Unmanned Air Systems), applications include ground-based products and those mounted on manned and autonomous vehicles.

Overview's expertise includes the development and manufacture of innovative, precision, brushless, Integrated Servo Drives. These Integrated Servo Drives are sold to a rapidly growing global customer base for a range of exacting pointing applications and are used by Overview in the development of sensor systems.

3 Definitions

Overview considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Debt bondage.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

4 Commitment

As Overview's annual revenue is less than £36m, Overview does not classify as a relevant commercial organisation under Section 54 of the Modern Slavery Act 2015. However, Overview strictly adheres to exceeding the minimum standards required under relevant employment legislation in the UK and acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provision in the Modern Slavery Act 2015.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking.

Overview will not knowingly enter into business with any other Company, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

5 Supply chains

Overview will not do business with any supplier or sub-supplier who is not compliant with the Modern Slavery Act 2015.

In order to fulfil its activities, the main supply chains of the Company include those related to supply of raw materials and assembled product for electromechanical drives and pointing applications.

Overview carries out due diligence processes, in relation to ensuring slavery and/or human trafficking does not take place within the company's supply chains, by actively monitoring for modern slavery violations through a cyclical supplier inspection programme, which includes first tier suppliers and the extended supply chain where appropriate.

6 Potential exposure

Overview considers its main exposure to the risk of slavery and human trafficking to exist in its supply chains because suppliers may undertake the provision of labour in countries where protection against breaches of human rights may be limited.

7 Steps

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:

- Our supplier contracts shall include termination powers in the event that the supplier or sub-supplier is, or is suspected, to be involved in modern slavery.
- We will take measures to identify and assess the potential risks in our supply chains.
- We will provide training to staff on modern slavery.
- Our Employees are encouraged to raise concerns about any issue of suspicion of modern slavery in any parts of our business or the supply chains of any supplier tier at the earliest possible stage.

This policy is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed every financial year.