

Ethical Labor & Modern Slavery Statement

Ithoka Microsystems

Year Ending 31 December 2026

Introduction

This statement is made by Ithoka Microsystems (“We”, “Us”, or “Our”) to outline our commitment to ethical labor practices and our zero-tolerance approach to modern slavery. This statement aligns with the fundamental rights enshrined in Article 30 of the **Constitution of Kenya, 2010** (protection against slavery, servitude, and forced labor), the **Employment Act, 2007**, and the **Counter-Trafficking in Persons Act, 2010**.

Our Commitment

Human rights abuses have no place in Our business or supply chains. As an enterprise engineering firm building deterministic AI and zero-trust infrastructure, Ithoka Microsystems holds itself to the highest standard of operational and ethical integrity. We maintain zero tolerance for any form of modern slavery, forced labor, servitude, or human trafficking. We comply with all relevant Kenyan and international laws to protect the dignity and rights of every individual interacting with Our operations.

Our Organization and Values

Based in Nairobi, Kenya, Ithoka Microsystems is an applied R&D lab and engineering studio. We specialize in decentralized Web3 execution layers, neurosymbolic AI, and secure enterprise infrastructure. We do not operate factories, produce physical raw materials, or engage in high-risk manual labor sectors.

Our team comprises is skilled and competent. We do not employ anyone below the age of 18, and all personnel and contractors providing services on behalf of Ithoka Microsystems are compensated well above the statutory minimum wage, reflecting our commitment to fair and equitable livelihoods.

Our business operations are strictly aligned with the following core values:

- **Integrity:** We engineer systems that enforce strict logic and cryptographic security, and we apply this same transparency to our business dealings.
- **Fairness:** We treat our colleagues, clients, and suppliers with a standard of performance that is morally right and equitable.
- **Respect:** We respect the talent, time, and human dignity of every individual we work with.
- **Innovation for Good:** We build deterministic infrastructure designed to solve real-world bottlenecks, from climate-smart logistics to medical compliance, ensuring our technology benefits society.

Our Supply Chain

Given the nature of Our business, Our supply chain primarily consists of IT service providers, cloud infrastructure hosts (e.g., Google, AWS), and specialized software vendors. While the technology sector is generally considered low-risk for modern slavery, We remain vigilant.

When onboarding new suppliers, We take the following steps:

- Contractually requiring compliance with all applicable labor laws and human rights regulations.
- Conducting strict Know Your Customer (KYC) and vendor due diligence.
- Performing sanction checks to confirm suppliers are not involved in unethical or illegal practices.

Our Policies & Ethics Contact

To uphold these commitments, we enforce strict internal policies regarding business integrity, anti-bribery, and whistleblowing. We encourage all employees, contractors, and external stakeholders to report any concerns related to unethical labor practices.

Our official Ethics Contact Point is accessible via our website at www.ithoka.systems/contact. All reports are handled with strict confidentiality and prompt investigative action.

Board Approval

We are dedicated to ensuring that Our business operations and supply chains remain free from exploitation. We will continually review and update this statement to reflect our ongoing commitment to ethical labor.

Approved by the Board of Directors of Ithoka Microsystems on 10 April 2026.

Nicholas Muthoki

Founder & Chief Strategist

For and on behalf of Ithoka Microsystems

Nairobi, Kenya