



MODERN SLAVERY

Our modern slavery policy serves as a clear statement of our unwavering commitment to eliminating modern slavery and forced labor from our operations and supply chains. It reflects our ethical stance and proactive approach in combatting these serious issues.

PURPOSE

- 1. Compliance with Legislation:** We rigorously adhere to all applicable laws and regulations regarding modern slavery to ensure that our practices align with legal standards and promote fair treatment.
- 2. Identification and Mitigation of Risks:** We are dedicated to actively identifying and addressing the potential risks of modern slavery within our organization. This involves thorough risk assessments to understand where vulnerabilities may exist.
- 3. Support for Victims:** We commit to providing vital support and protection for victims of modern slavery. Our initiatives are designed to assist individuals in overcoming their circumstances and reintegrating into society.
- 4. Comprehensive Assessments:** We will conduct extensive evaluations of our operations, supply chains, and business relationships to pinpoint areas that may be especially susceptible to modern slavery. This analysis will guide our efforts in risk management.
- 5. Supplier Evaluations:** We will implement bi-annual assessments of our suppliers to evaluate their compliance with modern slavery laws and identify any associated risks. This process ensures that our partners align with our values.



6. Fair Recruitment Practices: We are committed to engaging in ethical recruitment and employment practices. We take steps to verify the legitimacy of all staff, ensuring fairness and transparency throughout the hiring process.

7. Promotion of Fair Labor Practices: We adopt and uphold fair labor practices, prioritizing safe working conditions for all employees. Our goal is to foster an environment where workers are treated with dignity and respect.

8. Encouraging an Open Culture: We cultivate an organizational culture that encourages employees to voice their concerns and report any suspected incidents of modern slavery without fear of retaliation. This openness is vital for identifying and addressing issues promptly.

9. Reporting Mechanisms: We have established clear processes for reporting any suspected cases of modern slavery. We encourage our employees and stakeholders to bring forward any concerns, ensuring that we address them effectively.

By implementing these comprehensive measures, we strive to create a workplace that is not only compliant with legal standards but also advocates for the dignity and rights of every individual involved in our operations and supply chain. Together, we can contribute to the global fight against modern slavery.