



Anti-Slavery and Human Trafficking Statement

Purpose:

The purpose of this statement is to declare our organization's commitment to combatting slavery and human trafficking in all its forms. We aim to uphold the highest ethical standards throughout our operations and supply chains and ensure that our business practices align with the principles of human rights and dignity.

Policy:

1. Zero-Tolerance Approach:

- a. We condemn all forms of slavery, forced labor, and human trafficking, considering them fundamental violations of human rights.
- b. Our organization adopts a zero-tolerance approach towards slavery and human trafficking, both within our operations and our supply chains.

2. Compliance with Laws and Regulations:

- a. We are committed to complying with all applicable laws and regulations related to slavery and human trafficking in the countries in which we operate.
- b. We expect our employees, contractors, and suppliers to adhere to these laws and regulations and to actively participate in efforts to prevent and eliminate modern-day slavery.

3. Supplier Due Diligence:

- a. We conduct thorough due diligence and risk assessments when selecting and engaging suppliers and business partners.
- b. We expect our suppliers and business partners to share our commitment to eradicating slavery and human trafficking, and we communicate this expectation through our contracts and agreements.

4. Supplier Code of Conduct:

- a. We have developed a Supplier Code of Conduct that sets out our expectations regarding human rights, including prohibition of slavery and human trafficking.
- b. We communicate our Supplier Code of Conduct to all suppliers and expect them to comply with its principles.



5. Training and Awareness:

- a. We provide regular training and awareness programs to our employees, aiming to equip them with the knowledge and understanding necessary to recognize and prevent potential instances of slavery and human trafficking.
- b. We also raise awareness among our suppliers and business partners regarding the importance of addressing slavery and human trafficking through trainings and communications.

6. Reporting Mechanisms:

- a. We maintain confidential reporting mechanisms, such as hotlines or other systems, to allow our employees, suppliers, and other stakeholders to report concerns or suspicions related to slavery and human trafficking.
- b. We investigate and address all reported concerns promptly and take appropriate actions to rectify any identified violations.

7. Continuous Improvement:

- a. We continuously monitor and evaluate our efforts to combat slavery and human trafficking, seeking opportunities for improvement and innovation.
- b. We engage with relevant stakeholders, including industry groups and NGOs, to stay informed about emerging best practices in this area.