



ASZ Company FZCO Modern Slavery and Human Trafficking Policy

ASZ Company FZCO is committed to preventing modern slavery and human trafficking in our business and supply chains. We recognize our responsibility to identify, prevent, and mitigate risks of modern slavery and human trafficking, both in our operations and through our relationships with suppliers and partners. This policy outlines our commitment to upholding ethical standards and protecting human rights in all aspects of our business activities.

1. Policy Objectives

This policy aims to:

- Ensure compliance with all applicable laws and regulations relating to modern slavery and human trafficking in all jurisdictions where we operate.
- Establish guidelines and procedures to prevent, detect, and respond to risks of modern slavery and human trafficking.
- Promote awareness among our employees, suppliers, and partners about modern slavery and human trafficking risks and encourage reporting of concerns.

2. Scope

This policy applies to all employees, contractors, suppliers, and any other parties working with or on behalf of ASZ Company FZCO. We expect all individuals associated with our company to adhere to these principles and assist us in enforcing this policy.

3. Company Commitments

ASZ Company FZCO is committed to the following:

- **Zero Tolerance**: We have zero tolerance for modern slavery and human trafficking in any part of our business or supply chains.
- **Risk Assessment**: Conducting risk assessments in our operations and supply chains to identify areas of potential risk for modern slavery.
- **Supplier Due Diligence**: Implementing rigorous due diligence processes for new and existing suppliers, requiring them to demonstrate their commitment to anti-slavery practices.
- **Employee Training**: Providing training to employees to help them recognize and report any signs of modern slavery or human trafficking.
- **Continuous Improvement**: Reviewing and updating our policies and practices to



effectively combat modern slavery and human trafficking.

4. Supplier Expectations

We expect all suppliers and business partners to:

- Comply with all applicable laws regarding modern slavery and human trafficking.
- Maintain fair labor practices, including the prohibition of forced, bonded, or child labor.
- Be transparent in their operations and supply chains and provide evidence of anti-slavery measures upon request.
- Notify ASZ Company FZCO immediately if they become aware of any instance of modern slavery within their own business or supply chains.

5. Reporting Concerns

ASZ Company FZCO encourages anyone who suspects instances of modern slavery or human trafficking within our business or supply chains to report it immediately. We provide a safe and confidential reporting mechanism and will investigate all reports with integrity and sensitivity.

Reports can be made through the following channels:

- Directly to a supervisor or manager.
- Through our HR department or designated compliance officer.

ASZ strictly prohibits retaliation against individuals who report concerns in good faith.

6. Compliance and Monitoring

We regularly monitor and review our supply chains and internal operations to ensure adherence to this policy. ASZ Company FZCO will investigate any breaches of this policy and take appropriate action, which may include termination of supplier contracts or disciplinary actions.

7. Review of Policy

This policy will be reviewed annually to ensure it remains effective and up to date with changes in legislation and industry standards. ASZ Company FZCO is committed to continuously improving its approach to preventing modern slavery and human trafficking.

8. Approval and Signature

This policy has been approved by the senior management team and will be communicated



to all employees, suppliers, and business partners of ASZ Company FZCO.

Signature: 

Date: 28/10/2024

