

Redacted

Anti-Slavery and Human Trafficking Policy

Introduction

REDACTED is committed to ensuring that slavery, human trafficking, forced labor, and other forms of exploitation have no place in our operations or supply chains. We uphold the highest standards of ethical conduct and expect the same from our partners and suppliers.

Purpose

This policy outlines REDACTED's commitment to preventing any form of modern slavery within our business and supply chains. Modern slavery encompasses slavery, servitude, forced or compulsory labor, and human trafficking, all of which involve the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Our Business and Supply Chains

REDACTED operates across various sectors, engaging with a diverse range of suppliers and partners. We recognize the potential risks of modern slavery in global supply chains and are committed to mitigating these risks through proactive measures.

Our Commitments

- **Zero Tolerance:** REDACTED maintains a zero-tolerance approach to modern slavery in all its forms.
- **Ethical Conduct:** We are committed to acting ethically and with integrity in all our business dealings and relationships.
- **Supplier Expectations:** We expect all suppliers, contractors, and business partners to comply with applicable labor laws and demonstrate ethical labor practices.

Due Diligence and Risk Assessment

REDACTED conducts risk-based due diligence on its vendors and subcontractors. We reserve the right to audit or request documentation demonstrating compliance with anti-slavery practices. Our procurement team is trained to recognize signs of modern slavery and to take appropriate action if any risks are identified.

Training and Awareness

We provide training to our employees, particularly those in procurement and human resources, to ensure they understand the risks of modern slavery and how to identify and address potential issues within our operations and supply chains.

Reporting Concerns

Employees or third parties who suspect unethical labor practices are encouraged to report concerns confidentially. REDACTED will investigate all reports promptly and without retaliation. Reports can be made through our designated ethics hotline or directly to the compliance department.

Continuous Improvement

REDACTED is committed to continuously improving our practices to combat modern slavery. We regularly review and update our policies and procedures to ensure their effectiveness and alignment with current laws and best practices.

Approval and Review

This policy has been approved by REDACTED's executive leadership and will be reviewed annually to ensure its relevance and effectiveness.