

Lanca Sales, Inc.

# **Forced Labor & Human Rights Policy (Public)**

Effective Date: 2025-08-11

## **Policy Statement**

Lanca Sales, Inc. prohibits the use of forced, prison, indentured, or child labor and expects the same from all suppliers and logistics partners.

We assess country, commodity, and supplier risk; require written attestations; and will suspend any relationship where risk cannot be mitigated.

## **Supplier Requirements**

- Provide country of origin documentation and reasonable supply chain transparency.
- Respond to due diligence requests and site visits where applicable.
- Escalate suspected violations immediately.

## **Enforcement**

- Violations may result in suspension or termination of the business relationship.
- We will cooperate with authorities as required by law.

