

Modern Slavery Policy

Introduction

This Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships. It ensures the implementation of effective systems and controls to safeguard against any form of modern slavery taking place within the business or our supply chains.

Adherence to Local and National Laws

Compliance with Legal Standards: We strictly adhere to all local and national laws and regulations regarding labour and employment. This commitment extends to ensuring that our business practices are in full compliance with laws relating to modern slavery, human trafficking, and related human rights violations.

Worker Rights and Freedoms

Freedom to Terminate Employment: We respect the right of all employees to terminate their employment freely, without undue penalty, given reasonable notice as per their contractual agreements and local labour laws.

Freedom of Movement: All workers shall have the freedom of movement during their employment. This includes the freedom to leave the workplace when not on duty and the prohibition of practices such as confinement to the premises.

Freedom of Association: We fully support the rights of our workers to join or form trade unions and to engage in collective bargaining, in accordance with local laws.

Safe and Respectful Workplace

Prohibition of Violence and Harassment: Any form of violence, harassment, or intimidation in the workplace is strictly prohibited. We are committed to ensuring a safe and respectful working environment for all employees.

Prohibition of Worker-Paid Recruitment Fees: We do not permit the use of worker-paid recruitment fees in any part of our recruitment process. All recruitment-related expenses should be borne by the company, not the employees.

Prohibition of Compulsory Overtime: All overtime work must be voluntary. Compulsory overtime is strictly prohibited, and all overtime will be compensated as per local laws.

Protection of Vulnerable Groups

Prohibition of Child Labour: We strictly prohibit the use of child labour in any stage of our manufacturing or business processes. All employment must comply with the minimum age provisions of local laws.

Prohibition of Discrimination: We are committed to an inclusive work environment where no employee or potential employee will suffer discrimination because of race, colour, religion, sex, national origin, age, disability, or any other protected characteristic.

Worker Identification and Documents

Prohibition of Confiscation of Documents: We prohibit the confiscation of workers' original identification and travel documents. All employees have the right to retain personal possession of their documents.

Remedies and Justice for Victims

Access to Remedy and Justice: In cases where modern slavery practices are identified, we provide access to remedy, compensation, and justice for the victims. This includes cooperating with authorities and ensuring that grievances are addressed promptly and fairly.

Implementation and Compliance

Responsibility and Training: Responsibility for implementing this policy and ensuring its adherence lies with all levels of management within our organisation. Regular training will be provided to ensure awareness and understanding of the issues surrounding modern slavery and human trafficking.

Supplier and Contractor Compliance: We extend these principles to our business relationships and expect all suppliers and contractors to comply with this policy. Regular audits will be conducted to ensure compliance throughout our supply chain.

Reporting Concerns: All employees, suppliers, and contractors are encouraged to report any concerns or breaches of this policy. A clear reporting mechanism will be in place, guaranteeing that the confidentiality and protection of whistle-blowers are maintained.

Review and Improvement

This policy will be regularly reviewed and updated as necessary to ensure its effectiveness in preventing modern slavery and human trafficking within our business and supply chain. Continuous improvement in addressing these challenges remains our ongoing commitment.