HUMAN TRAFFICKING & ANTI-SLAVERY POLICY

This policy outlines the efforts Pangeotek will make to seek to eradicate human trafficking and slavery from our supply chains. Pangeotek opposes any use of slavery or human trafficking in the supply and distribution of our services and fully supports the promotion of ethical and lawful business practices within our workplace. We will not tolerate of condone any form of practice that constitutes human trafficking or slavery in any part in our organisation.

Pangeotek suppliers and sub-contractors are an important part of our success and culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as Pangeotek. The workplace practices that we expect from our suppliers and sub-contractors include:

- Suppliers/sub-contractors are not to use slave labour, illegal child labour or forced labour.

- Suppliers/sub-contractors will ensure that the overall terms of employment are voluntary.

- Suppliers/sub-contractors shall follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.

- Suppliers/sub-contractors shall follow all local applicable laws pertaining to age requirements, wages, overtime and benefits.

- Suppliers/sub-contractors will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

- Suppliers/sub-contractors must be able to demonstrate compliance with this Policy at the request and satisfaction of Pangeotek

Pangeotek will promptly and thoroughly investigate any claim that a supplier or sub-contractor is engaging in human trafficking or slave labour. If a supplier to Pangeotek is found to be in violation of this policy we will take prompt remedial action to address the violation.

Lee White
Director/Senior Consultant
Pangeotek Ltd

Last Reviewed 26th May 2023