

Deflecto Europe – Modern Slavery Policy

This Policy outlines the efforts Deflecto Europe will make to seek to eradicate human trafficking and slavery from our supply chains. Deflecto Europe opposes any use of slavery or human trafficking in the manufacture and distribution of our products and fully supports the promotion of ethical and lawful business practices within our workplace. Deflecto Europe will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our global organisation. This policy complies with the Modern Slavery Act 2015.

Deflecto Europe will not support or deal with any business knowingly involved in slavery or human trafficking, employ illegal child labour, forced or bonded labour or condone illegal child labour, forced or unpaid overtime.

Deflecto Europe's customer and suppliers are an important part of our success and our culture. We expect each of these to conduct their business with the same commitment to ethical business practices as Deflecto. The workplace practices that we expect from suppliers we work with include:

- Not to use slave labour, illegal child labour or forced labour.
- Ensure that the overall terms of employment are voluntary.
- Follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.
- 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 must be able to demonstrate compliance with this Policy at the request and satisfaction of Deflecto Europe. Deflecto Europe will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier to Deflecto Europe is found in violation of this policy, Deflecto Europe will take prompt, remedial measures to address the violation.

The company Directors and Senior Management shall take the responsibility for implementing this policy and its objectives and shall provide adequate resources (training etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation within its supply chains.