

Policy Statement on Anti-Slavery and Human Trafficking

POL.09

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POLICY STATEMENT ON ANTI-SLAVERY AND HUMAN TRAFFICKING

We commit to the following principles in line with national and international laws and agreements to combat modern slavery and human trafficking:

- We maintain transparency in our efforts to combat modern slavery and human trafficking.
- We identify relevant risks with all stakeholders and take necessary measures to prevent any breach.
- We create a safe and fair working environment, providing necessary training for employees to enhance awareness, recognise signs and report any suspicions relating to modern slavery crimes.
- We comply with relevant laws and the International Labor Organization (ILO) agreements to prevent child labour in our operations and supply chain.
- We prevent modern slavery and human trafficking crimes through internal and independent external audits.
- We promptly report any detected crimes within the scope of modern slavery and human trafficking to relevant authorities.
- We ensure our stakeholders align with these principles.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary or legal actions, up to termination of contract, for policy breaches by any employee, person, or organisation within the supply chain.

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