

## **POLICY ON MODERN SLAVERY AND HUMAN TRAFFICKING PREVENTION**

### **I. Introduction**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as :

- Slavery, servitude (coercing someone to provide services) and forced and compulsory labour
- Committing any offence with the intention to commit human trafficking
- Aiding, abetting, counselling or procuring any of the above offences,
- Human trafficking (arranging or facilitating the travel or movement of a victim with a view to them being exploited)

All of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Sahanala has a commitment to conduct its business and all its relationships based on integrity.

### **II. Policy**

This anti-slavery and human trafficking policy applies to all employees of Sahanala (directors, manager and employees).

The company has no tolerance approach to all forms of modern slavery and human trafficking within its business and within its supply chain and is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place in its own business or in any of its supply chains.

Sahanala have overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it. Managements at all levels are responsible for ensuring those reporting to them understand and comply with the policy.

Sahanala is committed to the policy and put measures in place that are designed to prevent and detect modern slavery and human trafficking within their business and supply chain, and is also committed to ensuring there is transparency in its own business.

In addition to the above, Sahanala provides safe and fair working conditions for all its employees and ensure that no child labour is employed, in line with minimum age laws.

Sahanala expects the same standard from all of its contractors, suppliers and other business partners.

### **III. Compliance with this policy & reporting**

Anyone working on Sahanala behalf in any capacity, including employees at all levels comply with this policy.

The prevention ; detection and reporting of modern slavery is the responsibility of all those working for it or under its control. Those working on Sahanala behalf are required to avoid any activity that might lead to, or suggest, a breach of this policy.

#### **Human Ressources Manager**



The HR department must be notified as soon as possible if there is suspicion that a conflict with this policy has occurred or may occur in the future. And, staff are encouraged to raise concerns about any modern slavery likely in any parts of Sahanala's supply chains in any supplier tier at the earliest possible stage.

Sahanala aims to encourage openness and will support anyone who raised genuine concerns in good faith under this policy and is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion.

#### **IV. Breaches of this policy**

Any employee who breaches this policy will face disciplinary action. This could in the most severe circumstances include immediate dismissal for misconduct or gross misconduct and if warranted legal proceedings may be brought against you.

Sahanala may terminate its relationship with other individuals and organisations working on its behalf or engaged by it if they breach this policy.

#### **Human Resources Manager**

