

Slavery And Human Trafficking Statement

The Modern Slavery Act

This statement is made on behalf of the AARTEE GROUP pursuant to section 54 of the Modern Slavery Act 2015 (the [Act](#)) and constitutes our slavery and human trafficking statement and illustrates how AARTEE GROUP applies its principles and values in the execution of business and highlights the degree to which we view our role to challenge and confront the use of forced, trafficked, or child labour within our own organisation and our supply chains.

Our values, policies, and code of conduct in respect of battling slavery and human trafficking

We pledge to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our human rights policy reflects our engagement in acting ethically and with integrity in all our business relationships and in implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not found anywhere in our supply chains.

AARTEE aspires to play a significant role in the fight against the existence of slavery and human trafficking within the sectors in which we operate. We are keenly aware of the adverse impacts such practices have on the lives of vulnerable individuals.

We have zero tolerance of slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have put in place several human rights focused policies.

Our policies

Human rights

In 2020, AARTEE GROUP and its subsidiaries introduced a human rights policy that demonstrates our commitment to combatting human rights abuses and modern slavery, encompassing internationally recognised human rights, and illustrates how we expect to operate across the group. Our human rights policy also sets out our intention to implement the UN Guiding Principles on Business and Human Rights in all areas of our business and to continually monitor AARTEE GROUP's impact on human rights.

AARTEE GROUP's human rights policy focuses on the core sectors of our business where we intend to be particularly mindful of our impact on human rights. In our capacity:

As a purchaser and provider of materials and services we are committed to engaging suppliers and customers who respect human rights and whose principles align with our own; we will cooperate with our suppliers and customers to broaden their understanding of human rights and to ensure their commitment to respecting human rights where needed.

Furthermore, as a global business, we are committed to treating all our employees fairly, without discrimination, while offering safe working conditions which enhance their human rights. We oppose any form of forced, compulsory, trafficked or child labour in either our own business or that of our supply chains.

Our policy encourages all employees to raise any concerns, questions, or grievances, and requires them to report any known or suspected violations of applicable laws, regulations, policies, or ethics, in accordance with our whistleblowing policy.

Whistleblowing

In support of the human rights policy, AARTEE GROUP has also introduced a whistle-blowing policy to allow potential breaches of human rights and modern

slavery concerns to be escalated and handled in a confidential and sensitive manner.

Suppliers and vendors

AARTEE GROUP has produced a counterparty charter, which stipulates the standards expected of our suppliers and customers, providing them with a principle-based approach on how we expect them to conduct business within both their own operations and within their own supply chains.

The charter requires that all suppliers should not hold another person in any form of slavery, or employ, engage, or otherwise use forced, compulsory or child labour, as well as refraining from using any abusive or inhumane treatment of any of their employees.

We expect our counterparties not to act, or fail to act, in such a way that they would directly or indirectly adversely impact the human rights of any individual or third party.

They should also comply with all applicable employment and diversity laws, including with regard to recruitment, retention and promotion of employees as well as comply with all health and safety laws.

Any breach of the charter should be shared with us promptly along with reasonable steps to remedy and prevent any further breaches.

KPIs

The implementation of our human rights policy, charter, whistle blowing policy, external vendor and supplier onboarding policy are the steps taken as part of our mission to create a series of underlying principles, systems, and processes to systematically address modern slavery throughout AARTEE GROUP and our supply chains.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we make an effort to provide training to our staff. AARTEE GROUP recognises that the knowledge, responsibility and conduct of our staff play an important role in mitigating the risk of slavery and human trafficking within our organisation and supply chain.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes AARTEE GROUP's slavery and human trafficking statement for the financial year ending 2021.