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## **ANTI-SLAVERY, HUMAN TRAFFICKING AND CHILD LABOUR STATEMENT**

Modern slavery is a violation of basic human rights and constitutes a crime. It includes: slavery, servitude, forced and compulsory labour and human trafficking, all of which involves the deprivation of one person's freedom by another to exploit that person for personal or commercial gain.

Ecwamix Chemical Systems ("The Company") is committed to the protection of human rights and the prevention of slavery, human trafficking, and unlawful employment of minors in all its manifestations. The company's zero tolerance approach to slavery and human trafficking extends to all its operations and to its supply chain. All current and future suppliers of both goods and services procured by Ecwamix Chemical Systems will need to complete the audit questionnaire in order to comply with our supplier rules and regulations. If any suppliers are found to be in violation of the ETI or the applicable Anti-slavery bills of their country, supply and services will be terminated with immediate effect.

### **Child Remediation**

In the event that a child is found working on any of the Ecwamix Chemical Systems sites or for a service provider/subcontractor, the following procedure will be followed:

- Management will ensure that the child immediately stops work on site.
- Management will establish a way of keeping the child safe and ensure that she/he does not return to work on site.
- The child's parents or guardian will be contacted.
- All dues owed to the child will be paid.
- Education programs will be identified and recommended for the child.

This implies that The Company expects similar standards from all its contractors, suppliers, and other business partners, and forms a part of its contracting processes. Ethical behaviour is not only required from company employees and students.

The Fraud Policy and Response Plan is an integral part of appraising suppliers, and in cases of non-compliance, may lead to the termination of contracts or removal of the supplier from the approved supplier database.

The Company complies with all applicable South-African legislation relating to terms and conditions of employment, including remuneration. This statement is supported by the following related legislation and policies that contribute to and support The Company's approach and commitment to act ethically and with integrity in its business relationships:

Associated policies:

- Code of Conduct for Employees
- Disciplinary Code and Procedures



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- Integrated Risk Management Policy and Guidelines
  - Performance Management Policy
  - Procurement Policy
  - Recruitment, Selection and Appointment Policy
  - Remuneration Policy and Procedure
  - Working Hours and Overtime Policy

Associated legislation:

- Constitution of South Africa
- Basic Conditions of Employment Act 75 of 1997 as amended
- Labour Relations Act No 66 of 1995 as amended
- Employment Equity Act, No 55 of 1998 as amended