

Manufacturing Division Anti-slavery Policy

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1 Introduction

At Tekt Industries, we are committed to conducting business in a manner that respects human rights and is free of exploitation. We understand the importance of maintaining ethical standards throughout our supply chain and recognize the role we play in combating slavery, human trafficking, forced labour, and any form of labour abuse.

This Anti-Slavery Policy outlines our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place within our own business or our supply chains.

2 Scope

This policy applies to all persons working for us or on our behalf in any capacity, including employees, directors, officers, agency workers, contractors, consultants, third-party representatives, and business partners, with a specific focus on our suppliers and subcontractors involved in the manufacturing of electronics turnkey products.

3 Policy Statement

Tekt Industries has a zero-tolerance approach to slavery and human trafficking. We are committed to ensuring transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers, and other business partners.

4 Due Diligence Processes for Slavery and Human Trafficking

Tekt Industries will:

1. **Identify and assess potential risk areas** in our supply chains where there is a higher risk of slavery and human trafficking.
2. **Conduct audits of suppliers and subcontractors** to evaluate compliance with our Anti-Slavery Policy. These audits will be carried out by internal teams or third-party auditors and will include on-site visits, document reviews, and interviews with workers.
3. **Require all suppliers and subcontractors to adhere to our Anti-Slavery Policy** through contractual clauses, ensuring they have taken steps to eradicate slavery and human trafficking within their own operations and supply chains.
4. **Maintain a list of approved suppliers and subcontractors** that comply with our standards, excluding those found to be involved in slavery, human trafficking, forced labour, or unethical labour practices.
5. **Implement a supplier and subcontractor certification process** that confirms their adherence to national and international laws regarding labour practices, including the abolition of slavery and human trafficking.

5 Audit Procedures and Standards

1. **Regular Audits:** Conduct regular, scheduled, and unscheduled audits of suppliers and subcontractors to ensure compliance with our anti-slavery standards.
2. **Audit Standards:** Utilize recognized audit standards and methodologies that focus on identifying and assessing risks related to slavery and human trafficking.
3. **Corrective Action Plans:** In cases where non-compliance is identified, require suppliers and subcontractors to implement corrective action plans within a specified timeframe. Failure to comply will result in termination of the business relationship.
4. **Transparency: Encourage** transparency in audit results and corrective actions, promoting continuous improvement in ethical labour practices.

6 Training and Awareness

Tekt Industries will provide training to its staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business. Our training will emphasize the importance of acting with integrity and ethically in all our business relationships.

7 Reporting Violations

We encourage anyone, including employees, suppliers, subcontractors, or customers, to report in good faith any issues or concerns about potential ethics, human rights, legal, or regulatory violations, including modern slavery and human trafficking. We are committed to ensuring that anyone making such a report will be treated with respect and will not suffer any detrimental consequences.

8 Policy Review

This policy will be regularly reviewed and updated as necessary to ensure it meets our commitment to combatting slavery and human trafficking. Updates will be communicated through our usual channels for policy changes.

9 Conclusion

Tekt Industries is dedicated to upholding the highest standards of ethics and integrity in all aspects of our business. We expect all those who work for us and with us to share this commitment. Together, we can make a difference in the fight against slavery and human trafficking.

10 Glossary

Term	Definition
Anti-Slavery Policy	A set of principles and procedures established by an organization to prevent and combat slavery and human trafficking within its business operations and supply chain.
Supply Chain	The sequence of processes involved in the production and distribution of a commodity, including all entities involved directly or indirectly in fulfilling a customer request.
Slavery	The condition in which individuals are owned by others, who control where they live and at what they work.
Human Trafficking	The act of recruiting, transporting, transferring, harbouring, or receiving persons through the use of force, fraud, or coercion for the purpose of exploitation.
Forced Labor	Any work or service that people are forced to do against their will under threat of punishment.
Labor Abuse	Practices that undermine the dignity and rights of workers, including unsafe working conditions, unfair wages, and excessive working hours.
Due Diligence	The steps taken by a company to identify, prevent, mitigate, and account for how it addresses its actual and potential adverse impacts on human rights, including slavery and human trafficking.
Audit	A systematic inspection of a company or its suppliers' and subcontractors' operations and procedures to ensure compliance with the Anti-Slavery Policy and other ethical standards.
Corrective Action Plan	A plan developed in response to audit findings that outlines the specific steps that will be taken to correct non-compliance with the Anti-Slavery Policy.

11 Revision History

Version	Date	Author	Change Control	Summary of Updates
1	28/02/2024	M J Adams	NA	• Initial release