

Modern Slavery Policy

Introduction

Executive Channel Holdings (ECH) and its associated companies are committed to preventing modern slavery and human trafficking within our operations and supply chains. This Modern Slavery Policy outlines our commitment to taking appropriate measures to ensure that modern slavery is not taking place in any part of our business.

Policy Statement

ECH condemns all forms of modern slavery, including but not limited to forced labour, bonded labour, human trafficking, and child labour. We are committed to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere in our supply chains.

Responsibilities

Company Responsibilities: ECH will take responsibility for implementing this policy and ensuring that all employees are aware of and understand the importance of preventing modern slavery in our operations and supply chains.

Employee Responsibilities: All employees are expected to act in accordance with this policy and report any concerns related to modern slavery promptly.

Supply Chain Due Diligence

ECH is committed to conducting due diligence on suppliers to identify and assess potential risks of modern slavery. This includes:

Risk Assessment: Regularly assessing the risk of modern slavery in our supply chains.

Supplier Audits: Conducting audits of suppliers to evaluate their compliance with anti-slavery policies and procedures.

Supplier Contracts: Including anti-slavery clauses in contracts with suppliers, clearly communicating our expectations regarding compliance with anti-slavery laws.

Reporting Mechanisms

ECH encourages the reporting of any concerns or suspicions regarding modern slavery within the organization or our supply chains. We are committed to investigating and addressing such reports promptly and discreetly.

Training and Awareness

ECH will provide training to employees and relevant stakeholders to raise awareness of modern slavery issues, its impact, and the importance of compliance with this policy.

Continuous Improvement

ECH commits to reviewing and updating its modern slavery policy regularly, considering changes in legislation, industry best practices, and the risks of modern slavery's evolving nature.

Compliance with Laws and Regulations

ECH will comply with all applicable laws and regulations related to modern slavery and will work towards exceeding these requirements where possible.

Communication

This policy will be communicated to all employees, suppliers, and stakeholders, and will be made available to the public on our website.

Approval and Review

This Modern Slavery Policy has been approved by Executive Channel Holdings leadership and will be reviewed annually to ensure its ongoing suitability and effectiveness.