



SIPEF POLICY AGAINST FORCED OR TRAFFICKED LABOUR

- SIPEF does not use Forced or Trafficked Labour, either directly or via third parties.
- SIPEF recognises that Forced or Trafficked Labour can take various forms, which are all equally unacceptable. Debt-bondage is considered as Forced Labour.
- Charges of use of Forced or Trafficked Labour by Group employees, where substantiated, will result in disciplinary action up to and including dismissal, and may also lead to legal action.
- Companies doing business with SIPEF will comply with this Policy. Any verified non-compliance with this Policy will result in the immediate termination of contracts and potentially to legal action.
- This Policy applies to all Companies under the Management of SIPEF.