



1. Introduction

PandA is dedicated to conducting our business with the highest ethical standards and ensuring the protection of human rights. This Anti-Trafficking and Child Labour Policy outlines our commitment to combat trafficking in persons and prevent any involvement in child labour within our operations and supply chain.

2. Policy Statement

- a. PandA strictly prohibits any form of human trafficking, including the recruitment, transportation, harbouring, or receipt of individuals through force, fraud, or coercion for exploitative purposes.
- b. PandA strictly prohibits the use of child labor. We define "child" as any person below the age of 18, as per the International Labour Organization (ILO) conventions.

3. Compliance with Laws and Regulations

PandA will comply with all applicable laws and regulations related to human trafficking and child labour, including but not limited to the United Nations Palermo Protocol and the ILO Conventions on Minimum Age and the Worst Forms of Child Labour.

4. Supplier Engagement

- a. PandA will engage with suppliers and business partners who share our commitment to eradicating human trafficking and child labor.

- b. As part of our supplier selection process, we will evaluate potential suppliers' policies and practices related to trafficking and child labour to ensure alignment with our principles.

5. Employee Awareness and Training

- a. All employees of PandA will receive mandatory training on the prevention of human trafficking and child labour during onboarding.
- b. Periodic training and awareness programs will be conducted to ensure that all employees understand the signs of trafficking and child labour and know the appropriate reporting mechanisms.

6. Reporting Mechanisms

PandA encourages all employees, suppliers, and stakeholders to report any suspected cases of human trafficking or child labor. We will provide confidential reporting channels to protect whistleblowers and ensure that their identities are not disclosed without their consent.

7. Remediation and Accountability

If any substantiated case of human trafficking or child labor is identified within our supply chain or operations, PandA will take immediate action to address the situation appropriately. This may include terminating relationships with non-compliant suppliers and taking corrective actions to prevent recurrence.



This policy is effective from 20 July 2023.

8. Continuous Improvement

PandA is committed to continually improving our anti-trafficking and child labour efforts. We will review and update this policy regularly to align with emerging best practices and changes in laws and regulations.

9. Policy Dissemination

PandA will communicate this Anti-Trafficking and Child Labor Policy to all employees, suppliers, and relevant stakeholders, ensuring that it is readily accessible on our company's website or internal communication platforms.

10. Policy Acknowledgement

By accepting employment or engaging in business with PandA, all employees, suppliers, and business partners acknowledge and agree to abide by the principles outlined in this Anti-Trafficking and Child Labor Policy.

