



1. Introduction

At PandA, we are dedicated to upholding the highest standards of ethical conduct and respecting the fundamental rights and dignity of all individuals. This Slavery & Human Rights Awareness Training Policy aims to raise awareness among our employees, contractors, suppliers, and business partners about the issues of slavery, human trafficking, and human rights violations. By providing education and training, we seek to prevent and combat such abuses within our operations and supply chains.

2. Policy Objectives

- a. To ensure that all employees and representatives of PandA are aware of the issues related to modern slavery, human trafficking, and human rights violations.
- b. To equip individuals within the organization with the knowledge and tools necessary to identify, report, and prevent instances of slavery and human rights abuses.
- c. To promote a culture of transparency, accountability, and respect for human rights throughout our business activities.

3. Scope

This policy applies to all employees, officers, directors, consultants, contractors, suppliers, and business partners associated with PandA, public or private.

4. Training Program

a. Mandatory Training: All employees and relevant representatives of PandA will be required to participate in periodic slavery and human rights awareness training. This training will be provided during onboarding and will be regularly refreshed to keep employees informed about emerging risks and best practices.

b. Content: The training program will cover topics such as the definition of modern slavery and human trafficking, indicators of potential abuse, the importance of supply chain due diligence, the role of individuals in identifying and reporting concerns, and the company's policies and procedures related to slavery and human rights.

c. Specialized Training: For employees directly involved in procurement, supply chain management, or vendor relationships, additional specialized training will be provided to ensure they have a thorough understanding of the risks associated with these areas and are equipped to address them effectively.

5. Reporting Mechanisms

PandA is committed to fostering an environment where individuals feel safe to report any suspected cases of slavery, human trafficking, or human rights violations. Whistleblowers will be protected, and confidentiality will be maintained to the extent allowed by law. Reports can be made to supervisors, managers, the designated compliance officer, or through a confidential reporting channel.



6. Supplier and Business Partner Engagement

PandA will promote the importance of slavery and human rights awareness among our suppliers and business partners. We will encourage them to adopt similar policies and practices and will evaluate their commitment to human rights as part of our selection and evaluation processes.

7. Compliance and Consequences

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or business relationships. PandA will not knowingly engage with suppliers or partners involved in slavery or human rights abuses.

8. Policy Reviews and Updates

This Slavery & Human Rights Awareness Training Policy will be reviewed periodically and updated as needed to align with changing laws, regulations, and best practices.

By implementing this policy and providing ongoing training, PandA demonstrates its commitment to combating slavery, human trafficking, and human rights abuses in all aspects of our business operations.

This policy is effective from 20 July 2023.

