

# **Anti-Slavery Policy**

Department: Human Resources

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#### 1. Introduction

Powerscreen Texas ("the Company") is committed to conducting business ethically and with integrity. We have a zero-tolerance approach to **modern slavery**, **human trafficking**, **forced labor**, **and child labor** in any form. This policy outlines our commitment to preventing modern slavery within our operations and supply chain and ensures compliance with all applicable laws and regulations.

## 2. Scope

This policy applies to:

- All employees, contractors, and consultants working for or on behalf of the Company
- All suppliers, vendors, and business partners
- All subsidiaries and affiliated entities

## 3. Legal Compliance

The Company adheres to the following anti-slavery laws and regulations:

#### **United States**

- U.S. Trafficking Victims Protection Act (TVPA) Prohibits all forms of human trafficking and forced labor.
- Fair Labor Standards Act (FLSA) Prohibits oppressive child labor and establishes fair labor practices.

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#### 4. Our Commitment

The Company is committed to:

- Zero tolerance for forced labor We will not engage in or support forced, bonded, or involuntary labor.
- **Supply chain due diligence** We conduct risk assessments and audits of suppliers to identify and address modern slavery risks.
- **Employee training and awareness** We educate employees and management on identifying and preventing modern slavery.
- Ethical recruitment practices We ensure that all workers are employed voluntarily, with fair wages and working conditions.
- Whistleblower protection Employees and stakeholders can report concerns confidentially without fear of retaliation.

## 5. Supplier Code of Conduct

All suppliers must adhere to our **Supplier Code of Conduct**, which includes:

- No use of forced or child labor
- Compliance with wage and working hour laws
- Respect for human rights and fair working conditions
- Cooperation in audits and assessments

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## 6. Risk Assessment & Due Diligence

To mitigate modern slavery risks, we:

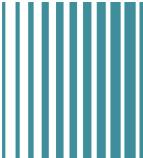
- Evaluate potential suppliers and partners before engagement
- Conduct periodic audits and supplier assessments
- Require contractual commitments to anti-slavery policies
- Investigate and act against any identified violations

## 7. Reporting and Compliance

Employees, suppliers, and the public can report concerns via:

• Direct reporting to management or HR

All reports will be investigated, and appropriate action will be taken, including terminating business relationships if necessary.



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