



## Anti-Slavery Policy

Department: Human Resources  
Date of issue: 02/05/2025  
Version: 1.1

Document Author: Jordan Fontaine  
Last Updated: 02/05/2025

## 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.

LA GRANGE HQ  
5680 West State Hwy 71, La Grange, TX 78945  
TEL: (979) 968-6428  
TOLL FREE: (800) 255-8628

[www.powerscreentx.com](http://www.powerscreentx.com)

WAXAHACHIE (NORTH TEXAS)  
4743 N I-35, Waxahachie, TX 75165  
TEL: (214) 396-5280

[info@powerscreentx.com](mailto:info@powerscreentx.com)

LOUISIANA  
1901 Holiday Drive, Jennings, LA 70546  
TEL: (979) 968-6428  
TOLL FREE: (800) 255-8628

#### 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

LA GRANGE HQ  
5680 West State Hwy 71, La Grange, TX 78945  
TEL: (979) 968-6428  
TOLL FREE: (800) 255-8628

[www.powerscreentx.com](http://www.powerscreentx.com)

WAXAHACHIE (NORTH TEXAS)  
4743 N I-35, Waxahachie, TX 75165  
TEL: (214) 396-5280

[info@powerscreentx.com](mailto:info@powerscreentx.com)

LOUISIANA  
1901 Holiday Drive, Jennings, LA 70546  
TEL: (979) 968-6428  
TOLL FREE: (800) 255-8628

## 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.

LA GRANGE HQ  
5680 West State Hwy 71, La Grange, TX 78945  
TEL: (979) 968-6428  
TOLL FREE: (800) 255-8628

[www.powerscreentx.com](http://www.powerscreentx.com)

WAXAHACHIE (NORTH TEXAS)  
4743 N I-35, Waxahachie, TX 75165  
TEL: (214) 396-5280

[info@powerscreentx.com](mailto:info@powerscreentx.com)

LOUISIANA  
1901 Holiday Drive, Jennings, LA 70546  
TEL: (979) 968-6428  
TOLL FREE: (800) 255-8628