



POLICY AGAINST HUMAN TRAFFICKING AND MODERN SLAVERY



PUBLIC



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Purpose:

CES is committed to a work environment that is free from human trafficking and slavery, including forced labor and unlawful child labor. CES will not tolerate human trafficking or slavery in any part of our organisation. This policy reflects CES's Code of Conduct and our core values to protect and advance human dignity and human rights in our business practices. This Policy applies to all personnel employed by or engaged to provide services to CES, including, but not limited to, CES's employees, officers, temporary employees, contingent workers, casual staff, and independent contractors, as well as CES's vendors, suppliers and partners.

Every CES employee is responsible for reading, understanding and complying with this Policy. CES managers are responsible for ensuring that employees who report to them, directly or indirectly, comply with this Policy and complete any certification or training required of them.

Policy:

CES prohibits trafficking in persons and slavery. CES employees and others through whom CES conducts business must not engage in any practice that constitutes trafficking in persons or slavery and must comply by all applicable law and contract. This includes, but is not limited to, the following activities:

- Engaging in any form of trafficking in persons;
- Procuring commercial sex acts;
- Using forced labor in the performance of any work;
- Denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment/contract positions regarding the key terms and conditions of employment;
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates recruitment fees.

CES and its employees will cooperate fully with every country's Governments or other appropriate governmental authorities in audits or investigations relating to such violations.

CES will continue to address risks associated with forced labor and human trafficking in its supply chain, including the following:

- Evaluating and addressing supply chain risks in coordination with industry partners to increase awareness of human trafficking and to implement programs against human trafficking.
- Implement a supplier certification process requiring suppliers to certify to the best of their knowledge that the materials they incorporate into products were generated in compliance with applicable anti-slavery and human trafficking laws.
- Training on human trafficking and slavery issues for employees directly managing the direct hardware supply chain.



Investigations and Audits:

CES will perform investigations and audits to verify that business is being conducted in compliance with this Policy. All CES employees and third parties through whom CES conducts business are required to fully, accurately and promptly cooperate.