

## Human Trafficking and Slavery Policy

Emtelle UK Limited, are committed to being a fair, ethical and socially responsible company. This policy outlines the steps that we will take to help to eradicate human trafficking and slavery and complies with the Modern Slavery Act 2015.

At Emtelle we oppose all unfair employment practices including slavery, human trafficking, child labour and more. We are committed to making sure that there is no slavery anywhere in our supply chain. Everyone involved in the manufacture and distribution of our products must be treated fairly and we will not tolerate or condone any form or practice that constitutes human trafficking or slavery. We expect all of our business partners to commit to treating their employees fairly and to ensure that their suppliers are engaged in ethical business practices.

Emtelle UK Limited insists that our suppliers:

- Do not use slave labour, illegal child labour or forced labour.
  - Ensure that the overall terms of employment are voluntary.
  - Follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
  - Follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.
  - Periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.
- Our suppliers must be able to demonstrate compliance with this Policy at the request and to the satisfaction of Emtelle UK Limited.

Emtelle UK Limited will:

- Conduct internal verification of product supply chains to evaluate and address risks of human trafficking and slavery
- Maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding human trafficking and slavery
- Promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier is found in violation of this policy, we will take prompt, remedial measures to address the violation.
- Provide on-going training to its employees (including those who have direct responsibility for supply chain management), on the laws and our policy against human trafficking and slavery.
- Report annually on our findings and efforts to help eradicate these practices.



Mads A. Høgfældt  
CEO

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