



COMPANY POLICY

Revisions: formerly without document number assignment, approved by ACM 2020

DOCUMENT NUMBER: CP-4

REVISION:

CREATED BY:

CREATION DATE:

APPROVED BY:

(RE-)APPROVAL DATE:

E.J. MAKRIDES

8-1-20

E.J. MAKRIDES

5-10-23

TITLE: MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Policy Statement

The Company conforms to all laws and regulations of conditions of employment and pay of employees, including all federal and state requirements dealing with minors and other special classes of disadvantaged employees or potential employees.

The Company has zero tolerance of violations of human trafficking or employment law either by its employees, or by companies which provide goods and services to the Company. The Company will not engage in commerce with any company or individual known to engage in forced labor or unfair employment practices.

Scope

All employees must comply with this policy in all their business dealings. Any breach may lead to significant disciplinary penalties up to and including dismissal. Suppliers must also comply with this policy, and failure to do so may result in removal from the Company's Approved Supplier List.

Responsibility

This policy applies to all employees of the Companies. Employees are required to report any breaches of this policy, including suspected breaches by suppliers, to their supervisor promptly.



COMPANY POLICY

Revisions: formerly without document number assignment, approved by ACM 2020

DOCUMENT NUMBER: CP-4

REVISION:

CREATED BY:

CREATION DATE:

APPROVED BY:

(RE-)APPROVAL DATE:

E.J. MAKRIDES

8-1-20

E.J. MAKRIDES

5-10-23

TITLE: MODERN SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Annual Review / Revision History

Date	Approver Signature	Description/Notes	Revision (if changes made)
5-10-23	<i>Elizabeth Holt</i>	Assigned document number/transitioned to HSE management system control	CP-4
5-7-24	<i>Elizabeth Holt</i>	NO CHANGE	