



# MODERN SLAVERY POLICY

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# MODERN SLAVERY POLICY

## Introduction

Natarara is committed to upholding human rights and ethical principles in all aspects of its operations. As part of this commitment, we recognize the importance of combatting modern slavery, including forced labour and involuntary prison labour, within our supply chains and broader business activities. This policy outlines our approach to preventing, detecting, and addressing modern slavery.

## Scope

This policy applies to all employees, contractors, suppliers, and business partners associated with Natarara globally. It covers all activities and operations conducted by or on behalf of Natarara, including, but not restricted to, those related to sourcing, manufacturing, distribution, and procurement.

## Definitions

For the purposes of this policy, the following definitions apply:

- **Modern Slavery:** Modern slavery encompasses various forms of exploitation, including but not limited to forced labour, involuntary prison labour, human trafficking, debt bondage, servitude, and child labour.
- **Forced Labour:** Forced labour refers to any work or service that is extracted from an individual under threat or coercion, against their will, and without adequate remuneration or consent.
- **Involuntary Prison Labour:** Involuntary prison labour refers to the use of prisoners for labour without their consent or fair compensation, often under exploitative conditions.

## Commitment

Natarara is committed to:

- Upholding the principles of human rights and dignity in all its operations.
- Complying with all applicable laws and regulations related to modern slavery, forced labour, and involuntary prison labour.
- Preventing the occurrence of modern slavery within its operations and supply chains.
- Providing appropriate support and remedies to any individuals affected by modern slavery within its sphere of influence.

## Implementation

To fulfill our commitment, Natara will:

- Conduct risk assessments to identify and evaluate the potential for modern slavery within our supply chains and operations.
- Implement due diligence procedures to assess suppliers and business partners for compliance with anti-slavery standards.
- Establish clear contractual terms with suppliers and business partners, including provisions prohibiting modern slavery and requiring adherence to relevant laws and regulations.
- Provide training and awareness programs for employees and stakeholders on identifying, preventing, and addressing modern slavery.
- Establish mechanisms for reporting concerns or suspected cases of modern slavery, ensuring confidentiality and non-retaliation for whistleblowers.
- Investigate reported incidents of modern slavery promptly and take appropriate remedial actions, which may include terminating relationships with non-compliant suppliers or partners.
- Regularly review and update this policy and associated procedures to reflect changes in laws, regulations, and best practices.

## Collaboration and Transparency

Natara recognizes that combating modern slavery requires collaboration with stakeholders across industries, governments, and civil society. We will actively engage with relevant stakeholders to share best practices, advocate for stronger anti-slavery measures, and contribute to collective efforts to eradicate modern slavery worldwide.

## Compliance

Compliance with this policy is mandatory for all employees, contractors, suppliers, and business partners associated with Natara. Failure to comply may result in disciplinary action, termination of contracts, or legal consequences, as appropriate.

## Conclusion

Natara is committed to leading by example in the fight against modern slavery. Through rigorous adherence to this policy and continuous improvement of our practices, we aim to create a world where all individuals are treated with dignity, respect, and fairness, free from the scourge of modern slavery.