

Anti-Slavery & Human Trafficking Policy

Overview

This policy applies to all persons working for Salesfitness Group, or on our behalf in any capacity, including employees at all levels, directors, board members, agency workers, contractors, partners and suppliers.

Salesfitness Group is committed to conducting business with integrity and ethical business practices. The company is committed to combating slavery and human trafficking in all its operations and throughout its business lifecycle.

Salesfitness Group strictly prohibits the use of modern slavery and human trafficking in our operations and throughout our business practices. We have, and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

We expect that our partners will adhere to and hold their own suppliers to the same high standards. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

What is Modern Slavery and Human Trafficking?

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking.

Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

Both Modern slavery and Human Trafficking are crimes and violations of fundamental human rights.

Commitments

Salesfitness Group expects everyone working with us, or on our behalf, to support and uphold the following measures to safeguard against modern slavery:

- We practice a zero-tolerance approach to modern slavery in our organisation and our supply chains. The prevention, detection and reporting of modern slavery



in any part of our organisation or operational lifecycle is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy. This includes but is not limited to debt bondage, involuntary servitude, and trafficking in persons.

- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and business lifecycle.
- We conduct due diligence in our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. As part of our due diligence, we may also assess the merits of writing to suppliers requiring them to comply with this policy, which sets out the minimum standards required to combat modern slavery and trafficking.

Due Diligence

The company shall conduct due diligence in order to identify and assess the risks of slavery and human trafficking in its operations, supply chains, and procurement activities. The due diligence process shall include, but is not limited to, the following:

- Assessing the risks of slavery and human trafficking in relation to the company's operations, supply chains, and procurement activities.
- Developing and implementing procedures to identify and prevent slavery and human trafficking.
- Ensuring that all employees, partners, contractors and suppliers are aware of the company's anti-slavery and anti-human trafficking policy.
- Regularly monitoring and reviewing the effectiveness of the company's anti-slavery and anti-human trafficking policies and procedures.

Reporting and Whistleblowing

Employees who suspect or become aware of a breach of this Policy are encouraged to report such concerns promptly to the Managing Director or Sales and Marketing Director.

All reports will be treated confidentially and investigated thoroughly. Employees who report concerns in good faith will not be subject to retaliation or adverse employment action.



Compliance

The company will take all necessary and appropriate measures to ensure compliance with this Anti-Slavery and Anti-Human Trafficking Policy regular monitoring and reporting, training and education for employees and contractors.

The company's Directorate is responsible for ensuring that this policy is implemented and enforced effectively. Employees, agents, contractors, and suppliers who violate this policy will be subject to disciplinary action, up to and including termination of employment or termination of contract.

