

Modern Slavery Act Policy Statement

REF NO.: WRS-251308

DATE: May 23, 2026

Our company is fully committed to complying with the UK Modern Slavery Act 2015, together with relevant international human-rights standards including ILO (International Labour Organization) conventions. We adopt a zero-tolerance policy towards modern slavery, forced labour, servitude, debt bondage, human trafficking and child labour within our organisation and throughout our supply chain.

This policy sets out our principles and procedures to identify, prevent and mitigate risks of modern slavery in our own operations and among our direct and sub-suppliers.

1. Scope

This policy applies to all company directors, management, employees, contractors, agents, and all suppliers, subcontractors within our global supply chain.

2. Key Principles

- No forced labour, bonded labour or involuntary labour shall be permitted. All employment shall be voluntary.
- No child labour shall be used at any stage of production.
- Workers shall receive fair wages, legal overtime payments and statutory benefits in compliance with local labour law.
- Reasonable working hours shall be respected, in line with local regulatory requirements.
- Workers shall have freedom of employment; no deposit, identity document withholding is allowed.
- Safe and hygienic working environment shall be provided for all personnel.

3. Supply-Chain Due Diligence

1. Supplier evaluation: During supplier on-boarding, we assess labour-practice risks. High-risk suppliers will complete modern-slavery-related questionnaires.

2. Contract clauses: All key supplier contracts contain modern-slavery compliance clauses. Suppliers warrant they comply with local labour law and shall prevent modern-slavery risks inside their own supply chain. Material non-compliance may lead to suspension or termination of cooperation.

3. Monitoring: We conduct periodic review on critical suppliers. Where reasonable, site audits will be arranged.

4. Sub-contract control: Suppliers must notify us in advance if production is sub-contracted. Unauthorised subcontracting is prohibited.

4. Internal Governance & Training

- Management bears overall responsibility for implementation of this policy.
- Relevant purchasing, quality and production staff receive regular awareness training regarding modern-slavery risks.
- We maintain confidential reporting channel. Any suspected violation can be raised without retaliation.

5. Remediation

If any modern-slavery-related risk or incident is identified, we will carry out prompt investigation, require corrective action from responsible parties. Where victims are involved, appropriate remedy measures will be pursued.

6. Publication & Review

This Modern Slavery Act Policy will be reviewed annually. Where applicable, we will publish our annual Modern Slavery Statement on company website as required by legislation.

Signed: _____

Authorised Signatory

Date: 23/05/2026



湯雯