

# AMF MEP

## MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

### 1. Respecting Human Rights

Human rights are basic rights and freedoms to which all people are entitled. AMF MEP supports and respects internationally proclaimed human rights wherever we operate. In line with the United Nations Guiding Principles on Business and Human Rights, we have integrated these principles into the AMF MEP Code of Conduct, applicable to all AMF MEP companies worldwide and their daily business practices.

This statement describes the steps AMF MEP is taking to prevent modern slavery in its operations and supply chain, in accordance with the United Kingdom's Modern Slavery Act 2015.

Our approach includes a commitment to:

- uphold and communicate our values and standards at our workplace, in our operations and towards our business partners;
- ensure we have processes in place to avoid human rights abuses;
- address any negative human rights impacts which our business may cause or contribute to;
- track and communicate our performance to our stakeholders; and
- use our influence to promote and support human rights in the communities in which we operate through community engagement.

Furthermore, AMF MEP recognizes children as stakeholders who need particular protection. Guided by the Children's Rights and Business Principles we will respect and support children's rights in our business and society.

### 2. Child Labour

AMF MEP does not accept child labour or other forms of exploitation of children in our operation or value chain, nor in the operations of any business partner. We will always strictly follow applicable national laws and international standards regarding minimum working age wherever we operate.

### 3. Forced Labour

We do not tolerate any form of forced, bonded or compulsory labour or physical punishment. No one may be required to lodge deposits, or be deprived of their identity papers upon commencement of their employment. Under no circumstances should workers be charged fees or expenses related to their recruitment and they must always be free to leave their employment in accordance with applicable law or contract.

Employees must report suspicions of forced labour, child labour or physical punishment at any AMF MEP facility or the facilities of any supplier, distributor or other business partner.

AMF MEP has taken a variety of actions to verify the absence of forced labour, slavery and human trafficking in our supply chain, including the following:

#### 4. VERIFICATION AND RISK ASSESSMENT:

On an annual basis, AMF MEP's major suppliers are evaluated from a risk perspective as a part of the Sourcing Strategy.

#### 5. GLOBAL SUPPLIER STANDARD COMPLIANCE:

Suppliers are requested to comply with AMF MEP's Supplier Standard, that includes our Supplier Code of Conduct that states AMF MEP's expectations on suppliers in the following areas:

- compliance with laws,
- health & safety,
- employee relations,
- business practice,
- community relations,
- privacy of data,
- environment
- respect for human rights (specific mention of child, forced or compulsory labour)

Key suppliers' operations are audited to ensure compliance with AMF MEP's Supplier Standard on a regular basis.

#### 6. CODE OF CONDUCT:

AMF MEP's Code of Conduct clearly states AMF MEP's position against slavery, bonded labour and trafficking.



Internal accountability standards and procedures are defined to help confirm that employees and suppliers meet AMF MEP standards. Supplier accountability occurs through mechanisms ranging from audit corrective actions and quarterly business reviews. AMF MEP is committed to remedy any situation where our activities have caused adverse human rights impact.

A third-party administered grievance channel, AMF MEP's hot line, is available for all employees, enabling them to report violations of AMF MEP's Code of Conduct.

AMF's Supplier Code of Conduct obliges suppliers to report to their AMF MEP representatives, any suspicions of a material breach of any of the supplier's obligation under the Supplier Code of Conduct, including any breach by Supplier's sub-suppliers.

Also AMF expects its suppliers to have in place effective grievance channels through which employees can report complaints and grievances about their working conditions without fear of retaliation

**7. TRAINING:**

All AMF supply chain management professionals are trained on the AMF Code of Conduct regularly through a variety of training approaches, from in-person, workshops to online modules. Human trafficking is consistently covered as part of the training provided. AMF's Supply Chain Management organization has responsibility for implementing and monitoring compliance to all of the supply chain activities described above.

Our focus on slavery and human trafficking is part of a larger effort to encourage supply chain transparency and accountability. We will not tolerate forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons by any AMF supplier or for any other purpose.

**SIGNED BY**

Adam Fleming Company Director  
for and on behalf AMF MEP



Date

**15/07/2024**

