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B. Anti-Slavery and Human Trafficking Policy

1. Introduction

ProPartners is committed to combating modern slavery and human trafficking in all its forms. We recognize our responsibility to uphold human rights and to ensure that our operations and supply chains are free from any forms of slavery or human trafficking. We adhere to the principles articulated in the United Nations Universal Declaration of Human Rights, the International Labor Organization's conventions, and applicable national laws.

2. Purpose

The purpose of this policy is to clearly outline our stance against modern slavery and human trafficking, establish the processes in place to ensure compliance with relevant laws, and outline the expectations that we have for our employees, suppliers, and business partners.

3. Scope

This policy applies to all employees, contractors, suppliers, and business partners of ProPartners, across all locations and functions.

4. Definitions

- **Modern Slavery:** Refers to situations where individuals can't refuse or leave work due to threats, violence, coercion, deception, or abuse of power. It includes slavery, servitude, forced or compulsory labor, and human trafficking.
- **Human Trafficking:** Involves the recruitment, transportation, transfer, harboring, or receipt of persons by means of threat, force, coercion, abduction, fraud, or deception, for the purpose of exploitation.

5. Our Commitment

ProPartners commits to:

- Preventing modern slavery and human trafficking in our operations and supply chains.

- Implementing effective measures to identify and mitigate risks.
- Establishing transparent recruitment and employment practices.
- Providing training to all employees on recognizing and addressing signs of modern slavery and human trafficking.
- Engaging with suppliers and partners to align with our values and commitments.

6. Recruitment Practices

We commit to:

- Conducting thorough background checks and verifying the legality of employment practices.
- Ensuring all employees are of legal working age and have given their informed consent to work.
- Providing clear terms of employment including wages and working conditions before employment is commenced.

7. Supply Chain Management

- We require our suppliers and contractors to comply with this Anti-Slavery and Human Trafficking Policy.
- We conduct due diligence to assess and manage the risks of modern slavery and human trafficking within our supply chains.
- We maintain a transparent and cooperative relationship with our suppliers to promote ethical practices.

8. Reporting Mechanisms

ProPartners encourages employees, clients, and stakeholders to report any concerns or suspicious activity related to modern slavery or human trafficking. Reports can be made through internal channels such as:

- Human Resources Department
- Designated Ethics Officer
- Anonymous reporting hotline

We ensure that all reports will be treated confidentially and investigated promptly.

9. Training and Awareness

- All employees will receive training on our Anti-Slavery and Human Trafficking Policy and the signs of modern slavery and human trafficking.
- Training will be refreshed annually to ensure ongoing awareness and understanding of the issue.

10. Monitoring and Review

ProPartners will regularly review this policy to ensure its effectiveness and relevance. This policy will be updated as necessary in response to changes in legislation or in our operations or supply chain. Feedback from employees and stakeholders will be integrated into the review process.

11. Consequences of Non-Compliance

Any employee or contractor found to be in breach of this policy may be subject to disciplinary action, up to and including termination of employment or contracts. Additionally, we reserve the right to reconsider our business relationships with suppliers or partners implicated in modern slavery or human trafficking.

12. Conclusion

ProPartners is firmly committed to taking action against modern slavery and human trafficking. By striving for transparency and accountability within our operations and supply chains, we aim to contribute to a global effort to eradicate these grave violations of human rights.

This policy will be communicated to all relevant parties as part of our contracting process and made available to the public on our corporate website. For any inquiries regarding this policy, please contact our Compliance Officer at legal.contracts@propartnerssa.com.