

Anti-Slavery Policy

Introduction

European International (Fairs) Ltd is committed to **eradicating all forms of modern slavery and human trafficking**. We recognize our responsibility to uphold human rights and ensure ethical practices throughout our operations and supply chains.

Policy Statement

- Zero Tolerance:** We have a **zero-tolerance approach** to modern slavery and human trafficking. This applies to all employees, contractors, suppliers, and business partners associated with our organization.
- Compliance:** We will fully comply with all **applicable international human rights standards**, labour laws, and regulations related to modern slavery.
- Due Diligence:** We will conduct **human rights and environmental due diligence** across our value chains. This includes assessing risks and taking appropriate actions to prevent and address any instances of modern slavery.
- Stakeholder Engagement:** We will engage with workers, affected communities, trade unions, and Civil Society Organizations during our due diligence processes. Their input is crucial to ensuring effective and relevant actions.
- Purchasing Practices:** Our business strategies and purchasing practices will contribute to **living wages and fair incomes** for our suppliers. We will not support products made with underpaid or exploited labour.
- Civil Liability:** Victims of human rights violations will have the right to hold our company accountable. We recognize the importance of access to justice for those affected.

Responsibilities

- Board of Directors:** The board is responsible for overseeing the implementation of this policy.
- Management:** Managers at all levels are accountable for ensuring compliance within their areas of responsibility.
- Employees:** All employees must adhere to this policy and report any concerns promptly.

Training and Awareness

- We will provide **regular training** to employees and relevant stakeholders on modern slavery awareness, prevention, and reporting.

Reporting and Whistleblowing

- We encourage employees and others associated with our organization to report any suspicions of modern slavery. Reports can be made confidentially through our **whistleblowing channels**.

Review and Improvement

- We will review and update this policy periodically to ensure its effectiveness and alignment with legal requirements.

This policy reflects our commitment to combatting modern slavery and promoting ethical practices. European International (Fairs) Ltd will actively work toward a world free from exploitation and injustice.