

Slavery And Human Trafficking Declaration

These guidelines are designed to help our employees and partners comprehend our responsibilities and make the right choices. They also help to raise awareness of ethical issues we may encounter in our daily business activities.

Human Trafficking Prevention Policy

Article 4 of the Universal Declaration of human rights (1948) stipulates that no one shall be enslaved or enslave, and all forms of slavery and slave trade shall be prohibited. The Supplementary Convention on the abolition of slavery, the slave trade and institutions and customs similar to slavery, adopted by the general assembly of the United Nations in September 1956, further defines the concept and scope of the slave trade, emphasizes the seriousness of the crime, and requires the laws of the countries that sign the Convention to make the slave trade a crime and impose severe penalties. The Supplementary Convention also stipulates that some slavery like practices, such as debt slavery, serfdom, the sale of brides and child labor, are illegal.

C TECH CORPORATION is a private enterprise with steady development, professional R & D and manufacturing of repellents and polymer additive products. Its products are exported to Southeast Asia, Europe and America. It has always been our company's goal and belief to abide by corporate social responsibility, and we firmly believe that it is an important spirit to ensure that the company can establish a good and long-term business relationship with customers. In order to effectively implement the anti- trafficking policy, all levels of our company fully support and take responsibility for the following plans.

It is strictly forbidden for anyone to engage in the slave trade by making people into slaves in any way, including the act of obtaining slaves for the purpose of resale or exchange, and the act of trafficking or transporting slaves by any means of transportation. The laws of the countries concerned to the Convention shall stipulate such acts as criminal crimes and impose extremely severe penalties on the criminals concerned.

It is strictly prohibited to abduct and sell women, children and other human beings, including abducting, buying, selling, transporting and transferring women and children for the purpose of selling; abducting and forcing abducted women to engage in prostitution or selling abducted women to others to force

them to engage in prostitution; selling abducted women and children abroad, etc. The law of the state will impose severe penalties on the criminals of trafficking in human beings.

In order to avoid human trafficking, our company abides by and maintains the following procedures:

- Appointed Anna D'Souza as the person in charge of the company's anti-trafficking policy to implement and supervise the anti-trafficking policy;
- Effectively implement the company's personnel recruitment policy and labor employment policy ;
- All foreign workers are required to conduct identity verification and background investigation before employment ;
- Communicate with employees on anti-trafficking policy to promote employment safety ;
- Regularly review the company's labor policies to ensure compliance with laws, regulations and customer requirements ;

The above anti-trafficking policy will also be communicated to all employees, contractors and suppliers and made available to the public.

Chaitanya Joshi
President
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