

Modern Slavery Policy Statement

E-SQUARE ALLIANCE PVT. LTD.



E-Square supports fundamental human rights and the abolition of modern slavery and human trafficking. We recognise that slavery and human trafficking is a complex issue for businesses and can occur in many forms. We are committed to working with all of our stakeholders to promote human rights and eradicate modern slavery and have introduced this Policy to demonstrate our commitment to responsible business conduct.

Scope - This policy applies to all E-Square employees, contractors, and suppliers.

Purpose - The purpose of this policy is to:

- Outline our commitment to address the risk of modern slavery in our business operations and supply chain
- Set out the standards of behaviour we expect of our people, including our Directors, employees, and contractors
- Demonstrate our commitment to only doing business with organisations and individuals who share our values

Policy Statement

E-Square have zero tolerance for modern slavery or human trafficking practices and are committed to operating our business lawfully and ethically, only working with suppliers that are aligned to our values.

We support the ten principles of the United Nations Global Compact and expect our suppliers to do the same and to operate in accordance with all applicable modern slavery laws. These include, but are not limited to, laws prohibiting slavery and slavery like practices, human trafficking, servitude, forced marriage, forced labour, debt bondage, child labour and deceptive recruiting for labour or services.

As a manufacturer of Lockout Tagout products, we:

- are committed to the highest ethical standards and behaviour
- seek to identify and understand our connection to modern slavery risk
- seek to adopt strategies and processes to identify, mitigate and address modern slavery risks in our business

As an employer, we:

- are opposed to and will oppose all forms of slavery, forced or compulsory labour and child labour
- will review our operations for modern slavery risks
- will develop and maintain company policies on modern slavery
- will develop and deliver training to increase awareness of, and to identify, modern slavery red flags

As a purchaser of goods and services, we:

- seek to enter contractual arrangements with suppliers that can comply with and promote the principles contained in this Policy
- will review our supplier contracts to include provisions addressing modern slavery
- will conduct due diligence on our local and global supply chains for modern slavery risks
- will work with our suppliers to improve their corporate and social responsibility and environmental practices
- will implement a program to measure the effectiveness of our actions

Reporting concerns

Any concerns related to this policy should be reported in accordance with our Whistleblower Policy. Everyone is expected to report known or suspected violations of applicable laws, regulations, policies and our ethical standards

Remedies

We are committed to providing effective remedies where our operations cause or contribute to modern slavery. We will engage directly with affected persons, and work with our business partners and other stakeholders to remediate such impacts and consider how our internal processes can be improved to prevent similar impacts in the future.

Responsibilities

The Board and Executive Leadership Team has overall responsibility for this policy and in ensuring that the Company complies with all its legal and ethical obligations.

A breach of this policy may lead to disciplinary action including dismissal or termination of contract or supply agreement.

Dr. Nalni Gulati | Director

Date: October 2023