

## **POLICY STATEMENT**

PNE will strive to prevent modern slavery from taking place within PNE or in any of our supply chain. It is a heinous crime and opposing it is a priority to PNE.

## **POLICY SCOPE**

1. Employees of PNE
2. Stakeholders
3. Suppliers

## **DEFINITION**

### **What is modern slavery and human trafficking?**

**Modern slavery** is a term used to describe the following forms of exploitation:

1. **Slavery** – where one person treats another as though he owns that person.
2. **Servitude** – where a person is coerced to provide services and cannot change his or her condition.
3. **Forced labor** – where a person is forced to work or provide a service under the menace of a penalty.
4. **Human trafficking** is where a person arranges or facilitates the travel of another person with the intention of that person being exploited.
5. **Child labor** is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

## **DETAILED POLICY**

PNE ELECTRIC prohibits the use of modern slavery and human trafficking in our operations and in our supply chain. Our suppliers must hold their own suppliers to the same high standards.

1. Modern slavery is a crime and a violation of fundamental human rights.
2. PNE has a zero-tolerance approach to modern slavery in our organization and our supply chains.
3. Prevention, detection and reporting of modern slavery within our organization and our supply chains is the responsibility of all.
4. All employment in PNE is voluntary.
5. All employed in PNE are above 18 years of age.
6. Employees must not engage in any activities that might lead to a breach of this policy.
7. Agents who supply workers must comply with this policy.
8. The security supplier and the canteen operator must comply with this policy.