



Institutional Policy

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# Modern Slavery Policy with Compliance Statements

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2023

## 1. Introduction

Senzagro Solutions ("Senzagro" or "the Company") is committed to conducting its business ethically and responsibly, respecting human rights, and ensuring that its operations and supply chain are free from all forms of modern slavery and human trafficking. This Modern Slavery Policy ("Policy") outlines the Company's unwavering commitment and comprehensive approach to preventing and addressing modern slavery and human trafficking risks throughout its business.

## 2. Commitment and Compliance

Senzagro is committed to the following:

- **Strict Compliance:** The Company strictly adheres to all applicable laws and regulations relating to modern slavery and human trafficking in every aspect of its operations, including manufacturing, ground training, staff training, and project implementations.
- **Spiritual Adherence:** We extend this commitment beyond mere compliance. Our executives, employees, and ground staff are expected to spiritually embrace the principles of this policy, upholding them with the utmost integrity and ethical conduct.
- **Comprehensive Training:** All employees undergo thorough training on this policy during their orientation programs and at the initiation of every new project. This ensures continuous awareness and understanding of our values and expectations.

## 3. Implementation and Enforcement

Senzagro actively implements and enforces this policy through various measures:

- **Risk Management:** We integrate modern slavery and human trafficking considerations into our comprehensive risk management framework, proactively identifying and mitigating potential risks throughout our operations.
- **Due Diligence:** We conduct rigorous due diligence on all our suppliers, ensuring their adherence to our Modern Slavery Policy and human rights standards.
- **Supplier Code of Conduct:** We maintain a robust supplier code of conduct that explicitly incorporates modern slavery and human trafficking provisions, holding our suppliers accountable for ethical and responsible practices.
- **Grievance Mechanisms:** We implement effective grievance mechanisms accessible to all employees and stakeholders, providing avenues to report concerns and seek redressal regarding potential breaches of this policy.
- **Training and Awareness Programs:** We offer regular training and awareness programs on modern slavery and human trafficking, equipping our employees and stakeholders with the knowledge and skills to identify and prevent such violations.
- **Monitoring and Evaluation:** We conduct regular reviews and evaluations of our policies and practices, ensuring their effectiveness in preventing and addressing modern slavery and human trafficking.

#### 4. Transparency and Reporting

Senzagro is committed to transparency in its efforts to combat modern slavery and human trafficking. We annually publish a Modern Slavery Statement outlining our progress, initiatives, and challenges faced in upholding this policy. This statement demonstrates our accountability and commitment to continuous improvement.

#### 5. Governance and Oversight

The Board of Directors of Senzagro is responsible for the overall oversight and implementation of this Modern Slavery Policy. A dedicated team within the Company actively manages and monitors compliance with the policy, ensuring its effectiveness throughout our operations.

## 6. Conclusion

Senzagro takes a firm stance against modern slavery and human trafficking, dedicating all necessary resources and efforts to ensure its operations remain free from such violations. By upholding this Modern Slavery Policy with unwavering commitment and comprehensive implementation, Senzagro strives to create a responsible and ethical business environment that respects human rights and promotes fair and sustainable practices across all its endeavors.

## 7. Effective Date

This Modern Slavery Policy is effective as of 01.01.2023.



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