

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

1. BACKGROUND

Our Company is committed to protecting human rights and prohibits all forms of human trafficking, slavery, servitude, and forced or compulsory labor throughout its organization, business operations, and supply chain. In compliance with the Modern Slavery Act 2015, the Company outlines its initiatives to mitigate and eradicate modern slavery and human trafficking from its business and supply chain.

This Policy details the steps the Company has taken to ensure that no form of slavery or human trafficking exists within its operations or supply chain.

2. COMPANY POLICIES

The Company is dedicated to ensuring that its organization and supply chain are free from modern slavery and human trafficking. The Company's internal policies and practices focus on anti-slavery and anti-human trafficking as part of a broader effort to ensure transparency, accountability, and the safeguarding of human rights throughout its supply chain. These internal policies affirm the Company's commitment to upholding human rights and prohibiting slavery, servitude, forced labor, child labor, and human trafficking. The Company expects all personnel, supply chain members, and contractors to read and comply with this Statement.

3. DUE DILIGENCE PROCESSES AGAINST MODERN SLAVERY AND HUMAN TRAFFICKING

To identify and eliminate any form of modern slavery, the Company:

- a) Operates in licensed premises strategically limited in geographical scope to ensure optimal control and supervision of the work environment.
- b) Strives to build long-standing relationships with local suppliers and customers to effectively communicate its business standards.
- c) Maintains whistleblowing and grievance redressal systems to encourage the reporting of concerns and violations.
- d) Implements responsible labor sourcing programs by clarifying requirements to suppliers and establishing advanced screening processes and audits.
- e) Conducts independent assessments through third-party tools and reviews the reports internally before onboarding any vendor/partner.
- f) Undertakes a supplier engagement program that integrates continuous evaluation, capacity building, and risk management with a focus on human rights, labor practices, and regulatory compliance through ongoing periodic assessments conducted by both external consultants and the internal audit team.

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4. EFFECTIVENESS

The Company encourages and has implemented a whistleblowing process and a formal grievance redressal framework that enables everyone, including partners, contractors, and employees, to raise their concerns confidentially. The Company has a strict non-retaliation policy to safeguard the interests of whistleblowers regarding

The Company offers mandatory training through various forums and workshops to its suppliers and employees responsible for supply chain management, focusing on anti-slavery and anti-human trafficking. Suppliers are required to assess their businesses and supply chains to ensure compliance with the Modern Slavery Act, Anti-Human Trafficking regulations, and other human rights requirements.