



PDS MULTINATIONAL – POLICY ON ANTI-SLAVERY AND ANTI-HUMAN TRAFFICKING

PDS MULTINATIONAL GROUP’S POLICY ON ANTI-SLAVERY AND ANTI-HUMAN TRAFFICKING.

As an Internationally reputed Apparel sourcing group, PDS maintains healthy relationships with many Vendors and Retailers and Brands globally amidst diverse work cultures. Keeping in perspective, the General laws of employment and human rights and in the context of the Modern Slavery Act, 2015 we have reviewed our current procedures to determine the current measures that exist and what may be required to prevent slavery or human trafficking from taking place in our supply chain.

PDS Group has adopted a statement of Corporate Value against Slavery and human trafficking and this will be uniformly applicable across all our subsidiaries. This will govern all our business dealings and all our employees and suppliers will be bound by this, whomever we deal with, directly or indirectly.

Our attitude to Modern Slavery in any form of its manifestation is ZERO TOLERANCE.

PDS ANTI-SLAVERY AND ANTI-HUMAN TRAFFICKING VALUE STATEMENT

In line with our Values of Integrity, Transparency and Courage, we at PDS Multinational strongly believe in Respect to Human Rights and Freedom of Expression and Association. Our Code of Conduct espouses our strong stand against Forced and Bonded labour in any form of manifestation. In line with our core values, we strongly respect and support positive behavioural values and as an extension of the same strongly oppose Slavery, Subservience and Exploitation of people in any form. We expect all our business partners and employees to share and practise the same attitude.

PURPOSE:

Modern Slavery is a criminal offence under the Modern Slavery Act 2015. This can occur or manifest in any form, including but not limited to Servitude, bonded or forced labour, Compulsory Labour and human trafficking. This document sets out the policy of the group against these criminal offences within our group business and supply chain. The word “Modern Slavery” as referred in this document refers to the meaning implied in the Modern Slavery Act, 2015.

OUR STEPS TO PREVENT MODERN SLAVERY:

- We are committed to ensuring there is transparency internally in our organisation and in our supply chain to prevent Modern Slavery.
- We expect the same commitment from all our suppliers, direct and indirect.

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- All employees have an obligation to familiarise themselves with the procedures to help identify any instance of Modern Slavery and to conduct their business in such a manner that will prevent the occurrence of Modern Slavery in any form.
- While we recognise and acknowledge our statutory obligations to confirm and ensure that Human Trafficking and Modern Slavery is not taking place in our supply chain, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains. To reinforce our compliance with this requirement by way of practical initiatives, we intend to implement the following measure(s):
 - Share our policy on Modern Slavery with all our suppliers.
 - Conduct Risk Assessments to assess our areas of exposure to the best of our ability.
 - Actively engage with our suppliers to understand the steps taken by them to ensure Modern Slavery is not practices deliberately or otherwise in their supply chain.
 - Wherever relevant and appropriate and feasible, introduce a pre-screening of suppliers.
 - Emphasise that all our suppliers should understand and acknowledge in any form, our policy on Modern Slavery.

RESPONSIBILITY:

Ultimate responsibility for adhering and implementing the policy lies with the company's leadership team. The board of directors of the company has the overall responsibility to ensure this is implemented to meet all our legal and ethical obligations.

Team leaders and mid-level managers at all levels are responsible for ensuring this is implemented by their team members and regular training is conducted.

ACTIONS AND METHODS TO REPORT MODERN SLAVERY:

Our Group has the Whistle blowing program. This has been implemented in collaboration with NAVEX Global since 2014. Any incidence of violation of this policy can be reported anonymously or otherwise and every complaint will be duly investigated appropriately and dealt with.

The address of the website to report such complaints through NAVEX is www.pdsmultinational.ethicspoint.com or by email to ethics@pdsmultinational.com