



ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Adopted: January, 2022 V1

TT Cables is committed to carrying out its business in a fair, ethical, honest and lawful manner, including promoting ethical and lawful employment practices, both within its own workforce and, to the extent applicable, within its various supply chains amongst its numerous Business Partners.

TT Cables prohibits human trafficking, forced labor within its own organization, and encourages its Business Partners to place equal importance on prohibiting such activities.

This Policy Statement is applicable to TT Cables Ltd and all of its affiliate companies throughout the world.

○ PROHIBITED ACTIVITIES

All Employees and applicable Business Partners, who supply goods or perform services to TT Cables are expressly prohibited from engaging in the following activities:

- Engaging in human trafficking;
- Procuring commercial sex acts;
- Using forced labor in the performance of work for TT Cables;
- Destroying, concealing, confiscating, or otherwise denying access by an Employee to the Employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of Employees or offering of employment, such as: failing to disclose, in a format and language accessible to the worker, basic information (or making material misrepresentations) during the recruitment of Employees regarding the key terms and conditions of employment, including but not limited to: (a) wages and fringe benefits, (b) the location of work, (c) the living conditions, housing and associated costs (if employer or agent provided or arranged), (d) any significant cost to be charged to the Employee, and, if applicable, (e) the hazardous nature of the work, and (f) using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging Employees recruitment fees;
- Providing or arranging housing that fails to meet the host country housing and safety standards; and
- Failing to provide an employment contract, recruitment agreement, or other required work document timely, in writing, and in a language the Employee understands if required by applicable law and regulations.

○ DUTY TO COOPERATE

TT Cables has a duty to cooperate with UN and other Anti-Slavery and Human Trafficking Conventions and Regulations and expects its Employees and Business Partners to assist the Company in fulfilling its duty to cooperate fully in providing timely and complete responses to requests for information and documentation and in permitting reasonable access to facilities and staff to allow TT Cables, and any other responsible government agency to conduct audits, investigations, or other actions to ascertain compliance with the above mentioned Conventions or Regulations, or any other applicable law or regulation establishing restrictions on trafficking in persons, the procurement of commercial sex acts, or the use of forced labor.

○ VIOLATIONS AND DISCIPLINARY ACTIONS

TT Cables takes seriously the enforcement of this Policy Statement. Any Employee found to be in violation of this Policy Statement shall be subject to discipline, up to and including immediate termination of employment. Any Business Partner found to be in violation of this Policy Statement shall be subject to suspension of contract payments until appropriate action is taken and, where appropriate, immediate for-cause contract termination

○ COMPLIANCE RESOURCES AND REPORTING CHANNELS

Employees must immediately report to TT Cables any information received from any source that alleges violations of this Policy Statement by a TT Cables Employee or any Business Partner.

Employees should report suspected violations and are encouraged to ask questions regarding this Policy Statement by contacting the Legal Department.