

4.17. Our position towards modern slavery

Modern slavery is a crime. This section sets out J. García Carrión, S.A.'s and all the companies that are part of its group's policy regarding the prevention of modern slavery within the company or supply chain.

Below are some of the current forms of slavery:

Bonded labour affects at least 20 million people around the world. People have conditions of bonded labour when they accept, or they are tricked into accepting a loan that hardly covers the cost of the medicines required for an ill child. In order to pay the debt, they are forced to work long hours, seven days a week, 365 days per year. As a "compensation" for their work, they receive food and basic goods, but most likely they will never succeed in paying off the debt, which can be eventually transferred to their relatives, generation after generation.

Child bonded labour involves girls and boy who have been illegally recruited by governments, political parties or particular individuals and who are forced to work – generally using threats of violence or other punishments.

The worst forms of child labour involve girls and boys who work in conditions of exploitation or risk. Tens of thousands of girls and boys around the world work on a full-time basis, away from education and recreation, vital elements of their personal and social development.

Sexual exploitation of boys and girls with commercial purposes. Girls and boys are exploited for their commercial value through prostitution, trafficking and pornography. They are often kidnapped, bought or sold, and they are forced to enter the sex market.

Human trafficking involves the transfer and/or trade of human beings, usually women or girls and boys, for profit, using force or deceit. Migrant women are usually tricked or forced into domestic work or prostitution.

Early and forced marriages affect women who are forced to get married against their will without choice and to have a life of servitude frequently accompanied with physical violence.

Traditional slavery or "personal property" implies the purchase or sale of people. These people tend to be kidnapped in a house, or they are inherited or offered as gifts.

In J. García Carrión group, we are committed to ensuring that modern slavery or human trafficking do not exist in our supply chain or anywhere in our business. This viewpoint in our ethical policy reflects our compromise to act responsibly and to maintain our integrity in all our sales relationships and to implement and apply systems with efficient controls to ensure that slavery and human trafficking do not happen anywhere across our supply chains.

Due-diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate the risks:

- Wherever possible, we build long-term relationships with suppliers and we clarify our expectations in corporate conduct.
- Regarding the domestic or international supply chain, we prefer to work directly with the producer, who makes regular audits to verify the different points of the policy in place.
- We have different systems that encourage the informer to report their concerns and protect their privacy.
- We inform our clients about the detection of any type of modern slavery in our supply chain.

Share of our values

J. García Carrión S.A. group does not tolerate slavery or human trafficking. We expect all members of the supply chain or contracting company share our values.

Training

In order to guarantee a high level of understanding of the risks of modern slavery and human trafficking across our supply chains and business, we provide our staff members with training regarding this topic.

Our effectiveness against slavery and human trafficking

We measure how effective we have been making sure that slavery and human trafficking does not happen anywhere in our business or supply chains through the use of ethical audits to suppliers or contracting companies.

This declaration is elaborated in accordance with Section 54(1) of Modern Slavery Act 2015 (UK).