

FWG Sales Limited

Policy against Human Trafficking and Slavery

This Policy outlines the efforts FWG Sales Limited (FWG) will make to seek to eradicate human trafficking and slavery from our supply chains. FWG opposes any use of slavery or human trafficking in the manufacture and distribution of our products and fully supports the promotion of ethical and lawful business practices within the workplace. FWG will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of its supply chain.

FWG's suppliers are an essential part of our success and our culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as FWG. The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labour, child labour or forced labour.
- Suppliers will ensure that the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.
- Suppliers will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of FWG. Suppliers are expected to ensure that its own suppliers meet these same standards and if they suspect that these standards are not being met, make FWG aware of any concern immediately. FWG will conduct internal and external verification of product supply chains to evaluate and address risks of human trafficking and slavery.

FWG will maintain internal records for employees, contractors and suppliers failing to meet company standards regarding slavery and human trafficking. FWG will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier to FWG is found in violation of this policy, FWG will take prompt, remedial measures to address the violation.

FWG will provide ongoing training to its employees (including those who have direct responsibility for supply chain management or visit production sites on a regular basis), on the laws and FWG's policy against human trafficking and slavery.

FWG will make an annual statement of all activities concerning this policy.