
STATEMENT ON SLAVERY AND FORCED LABOUR

Modern Slavery Mitigation in Our Supply Chain

Sharjeel Ashraf Limited is committed to ensuring compliance with the Modern Slavery Act 2015 and maintaining ethical sourcing practices. To uphold transparency and accountability, the company director personally visits manufacturing facilities of key suppliers to assess working conditions, verify legal compliance, and mitigate risks associated with modern slavery and human trafficking.

Internal Measures

Sharjeel Ashraf Limited has implemented robust internal policies and procedures to prevent modern slavery within its operations. These include:

- A formal modern slavery policy aligned with the Modern Slavery Act 2015, outlining the company's commitment to eradicating forced labour and human trafficking.
- Regular training for employees to ensure awareness of modern slavery risks and reporting mechanisms.
- Ethical recruitment practices that guarantee fair wages, legally compliant contracts, and a safe working environment.
- A confidential whistleblowing mechanism that allows employees and stakeholders to report concerns related to unethical labour practices.
- A supplier code of conduct that mandates compliance with UK labour laws and international human rights standards.

External Measures

To mitigate modern slavery risks in its supply chain and ensure compliance with UK regulations, Sharjeel Ashraf Limited enforces the following measures:

- Direct supplier facility inspections by the company director to assess adherence to ethical labour standards.
- Comprehensive due diligence procedures for new and existing suppliers to ensure alignment with UK labour laws and international standards.
- Legally binding contractual clauses that prohibit forced labour, child labour, and human trafficking.
- Collaboration with UK regulatory bodies, trade organizations, and ethical trade groups to stay informed on best practices in modern slavery prevention.

- An annual modern slavery statement published in accordance with the Modern Slavery Act 2015, outlining the company's commitment, policies, and ongoing improvements in addressing modern slavery risks.

Sharjeel Ashraf Limited remains dedicated to upholding the highest ethical standards in its supply chain. By implementing these measures, the company ensures full compliance with UK laws and regulations while actively working to eliminate modern slavery and unethical labour practices.