



## **ANTI-SLAVERY STATEMENT**

Spentex BCA Limited (Spentex) is fully committed to maintaining an ethical balance between social and environmental responsibility as we continue to act in the best interest of society and within our working environment. Spentex concentrates on standards that are absolutely critical to our well-being as a company and our relationships with each other and our community. As part of this commitment, Spentex prohibits any kind of slavery within our community and business operations. Spentex respect the dignity of each employee and will continue to maintain a healthy working environment for all employees.

As stated in our Spentex BCA Limited Code of Conduct, no employee will be forced to work against their will and will not be subject to any form of forced, fraudulent, coerced, compulsory, bonded, indentured, or prison labour. Our employees work voluntarily and have the freedom to terminate their employment at any time. Additionally, we expect that all suppliers within our supply chain abide by our commitment and fully comply with our Spentex Supplier Code of Conduct and applicable laws pertaining to slavery of any kind. If any supplier fails to comply with our community standards, we will not hesitate to terminate that particular business relationship. As a company, we uphold fundamental human rights and believe that all human beings around the world should be treated with dignity, fairness and respect. Spentex continues to hold ourselves accountable as we continue to demonstrate high standards and integrity within our community and will not tolerate any misconduct of this nature.

A handwritten signature in blue ink, appearing to read "SJSpenner", is written over a faint, light blue grid background.

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company no. 12345678 vat registered: 12345678

Source: Velcro Industries. We align with these values, and as a Velcro Authorised Distributor, we hope they don't mind us using their text.

Reviewed SJS 21<sup>st</sup> March 2024

Reviewed SJS 18<sup>th</sup> March 2025

