

ETHICAL TRADE & MODERN SLAVERY POLICY

He aha te mea nui o te ao? He tangata, he tangata, he tangata
*(What is the most important thing in the world. It is the people, it is the
people, it is the people)*

Our Commitment

Soar Communication Group Limited (SCG) is committed to ensuring there is transparency in our own business and eradicating any form of modern slavery in our operations, suppliers and contractors.

“Modern slavery” means trafficking in persons, slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour or services and the worst forms of child labour.

This commitment (along with the SCG anti-harassment, bullying and Discrimination policy) is in line with the Forest Stewardship Council (FSC) core labour requirement & Programme for the Endorsement of Forest Certification (PEFC) standards for chain of custody certification, and the International Labour Organisations (ILO) declaration on fundamental Principles and rights at work.

Our Principles and Expectations

- SCG prohibits the use of underage children and forced labour, and any form of physical punishment or abuse in our organization and supply chains.
- We commit to respecting human rights and preventing adverse impacts.
- We expect the same high ethical standards from all our partners and suppliers.
- Our zero-tolerance approach is communicated to all our employees, suppliers & contractors.
- We encourage third parties in our supply chain to support human rights.

Staff Training

Modern slavery is more present in our societies than many think, including in New Zealand today. SCG is committed to running regular modern slavery education for our staff using resources from [walkfree.org](https://www.walkfree.org)

Risk Assessment

Where suppliers operate within industries and/or countries with a higher risk of slavery and human trafficking they are subject to due diligence using the [walkfree.org](https://www.walkfree.org) global slavery index and our ESG matrix and monitoring procedures.

Reporting and monitoring

Our systems require clear arrangements to be put in place with all new suppliers, and our zero-tolerance approach is reflected within our supplier appointment process.

Annual supplier surveys, evaluations and reviews are undertaken by senior management.

Outwork suppliers must also sign annual declaration statements in line with the FSC core labour requirements.

Any supplier found to be failing to maintain the same high ethical standards will have their contracts reviewed and may be reported to certifying bodies (if appropriate), suspended or terminated.



Date: 29/05/2024

Signed by: