



Anti-Slavery and Human Trafficking Policy

Frapa Rubber Europe B.V is committed to preventing modern slavery and human trafficking in all aspects of our business operations and supply chains. We recognize our responsibility to uphold human rights and ethical labour practices, and we are dedicated to ensuring that slavery and human trafficking have no place in our organization or the organizations with which we do business.

Our Commitments:

Zero Tolerance: We have a zero-tolerance approach to modern slavery and human trafficking in all forms. We will not tolerate any form of forced labour, child labour, or human trafficking within our organization or among our suppliers, contractors, or business partners.

Due Diligence:

We conduct due diligence assessments to identify and assess the risks of modern slavery and human trafficking within our supply chains. This includes evaluating our suppliers' labour practices, conducting site visits, and engaging with stakeholders to ensure compliance with our standards.

Supplier Code of Conduct:

We require all suppliers, contractors, and business partners to adhere to our Supplier Code of Conduct, which prohibits slavery, forced labour, child labour, and human trafficking. We expect our suppliers to uphold the highest standards of ethical behaviour and to implement measures to prevent and address any instances of exploitation or abuse.

Training and Awareness:

We provide training and awareness programs to our employees and stakeholders to educate them about the risks of modern slavery and human trafficking and to empower them to identify and report any concerns or suspicions.



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Reporting Mechanisms:

We have established confidential reporting mechanisms, such as hotlines and whistleblower policies, to allow employees and stakeholders to report any suspected instances of modern slavery or human trafficking without fear of retaliation.

Continuous Improvement:

We are committed to continuous improvement and regularly review and update our policies, procedures, and practices to ensure that they remain effective in preventing and addressing modern slavery and human trafficking.

Responsibility:

All employees, managers, and directors of Frapa Rubber Europe B.V. have a responsibility to uphold this policy and to actively support our efforts to combat modern slavery and human trafficking. Compliance with this policy is mandatory, and any violations will be subject to disciplinary action, up to and including termination of employment or contractual relationships.

Contact Information:

If you have any questions, concerns, or suspicions regarding modern slavery or human trafficking within Frapa Rubber Europe B.V. or our supply chains, please contact info@mega-treads.com