



Against Forced Labor and Human Trafficking policy

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Scope of services: RETEMS Logistics is a provider of International Freight Forwarding, Warehousing and Customs Clearance Services.

Statement: RETEMS Logistics accepts that no one shall be held in servitude or be required to perform forced or compulsory labor. Each person has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment. Everyone, without any discrimination, has the right to equal pay for equal work. Everyone who works has the right to just and favorable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection. Everyone has the right to form and to join trade unions for the protection of his interests. Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.

Definitions:

- **Forced Labor** - all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.
- **Human Trafficking** - the use of force, fraud, or coercion to obtain some type of labor.

Responsibilities: Our organization shall to eliminate human trafficking, slavery, forced labor and child labor from its supply chain.

Expectations from interested parties: We expect and request our Competitors, Customers, Suppliers and other external interested parties to comply with applicable national and international laws, standards, codes, expectations and relevant requirements related to against forced labor and human trafficking.

Reporting: Our employees shall immediately report to management any violation of the requirements related to against forced labor and human trafficking. Any person reporting a suspected violation of this policy will never be subject to disciplinary action or retaliation for the act of making the report.

Confidentiality: If reporter does not feel comfortable stating his/her name – he/she can make report confidentially. No attempt from management will be made to identify the individual. Information provided by the individual, or obtained in the course of investigation, will be treated as confidential to the extent permitted by law.

Disciplinary measures: Any our employee or partner which violates these requirements in connection with RETEMS Logistics business will be subject to disciplinary measures, up to and including termination of labor contract in the case of an employee, or termination of business relations in the case of a external party and, where appropriate, referral of the matter to relevant law enforcement authorities.

Communication: The Against Forced Labor and Human Trafficking policy principles will regularly be communicated and available to staff at all times. To involve our customers, and any interested parties with a legitimate interest in our commitment, this Policy Statement is made available on our website <https://retemsgroup.com/>

Director:

Mehdiyev S.L.



Date: October 1, 2021