

BELGOTEX FLOORCOVERINGS (PTY) LTD			
B.	Section: Management Systems	Issuer: Employee relations specialist	Document No.: MS 01
	Date: 22 July 2026	Approver: CPO	Revision No.: 00
	Modern Slavery Policy		

Modern Slavery Policy

1. Policy Statement

Belgotex is committed to conducting business ethically, responsibly, and with respect for human rights. We have zero tolerance for modern slavery, human trafficking, forced labour, bonded labour, child labour, and any form of exploitation within our operations or supply chain.

We are committed to complying with all applicable laws and regulations relating to modern slavery and to promoting fair, safe, and dignified working conditions throughout our manufacturing operations and business relationships.

2. Purpose

The purpose of this policy is to:

- Prevent modern slavery and human trafficking within our business and supply chain.
- Establish responsibilities for employees, contractors, suppliers, and business partners.
- Promote ethical sourcing and responsible procurement.
- Ensure concerns are identified, reported, and investigated promptly.
- Protect workers' rights and dignity.

3. Scope

This policy applies to:

- All directors, officers, and employees.
- Temporary workers and agency personnel.
- Contractors and subcontractors.
- Suppliers and vendors.

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- Consultants and service providers.
- Joint venture partners and any organisation acting on behalf of the company.

The policy applies across all company locations and throughout the supply chain.

4. Definition of Modern Slavery

Modern slavery includes, but is not limited to:

- Forced or compulsory labour.
- Human trafficking.
- Debt bondage.
- Child labour prohibited by law.
- Servitude.
- Slavery or practices similar to slavery.
- Deceptive recruitment practices.
- Withholding identity documents or restricting freedom of movement.

5. Company Commitments

The company will:

- Operate with integrity and respect for internationally recognised human rights.
- Conduct business only with suppliers and partners that share our commitment to ethical labour practices.
- Assess modern slavery risks within our operations and supply chain.
- Include ethical labour expectations in supplier agreements where appropriate.
- Investigate allegations of modern slavery promptly and fairly.
- Take corrective action where risks or violations are identified.
- Continually improve our due diligence processes.

6. Employee Responsibilities

All employees are expected to:

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- Comply with this policy.
- Treat all workers with dignity and respect.
- Report suspected instances of modern slavery or unethical labour practices.
- Participate in required awareness and compliance training.
- Cooperate with investigations when requested.

Employees must never knowingly engage with or ignore activities that could involve exploitation or forced labour.

7. Supplier Expectations

Suppliers and contractors are expected to:

- Comply with all applicable labour and employment laws.
- Prohibit forced labour, human trafficking, and unlawful child labour.
- Pay workers fairly and in accordance with legal requirements.
- Allow workers to leave employment freely after reasonable notice.
- Ensure workers retain control of their personal identity documents.
- Maintain safe and healthy working conditions.
- Permit reasonable audits or assessments where contractually agreed.
- Require similar standards from their own suppliers where appropriate.

Failure to meet these expectations may result in corrective action or termination of the business relationship.

8. Risk Assessment and Due Diligence

The company will implement appropriate due diligence measures, which may include:

- Assessing supplier risks before engagement.
- Evaluating suppliers operating in high-risk sectors or regions.
- Reviewing labour practices during supplier assessments.
- Monitoring compliance with contractual obligations.
- Taking appropriate action where concerns are identified.

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9. Reporting Concerns

Anyone who suspects modern slavery or human trafficking is encouraged to report concerns immediately through:

- Their manager or supervisor.
- Human Resources.
- The Compliance or Ethics Officer.
- The company's confidential reporting or whistleblowing channel, where available.

Reports will be handled confidentially to the extent possible and investigated promptly.

10. Non-Retaliation

The company prohibits retaliation against anyone who reports a concern in good faith or participates in an investigation.

Any retaliation will be treated as a serious disciplinary matter.

11. Awareness

The company will create awareness and with relevant employees, particularly those involved in:

- Procurement.
- Supply chain management.
- Human Resources.
- Manufacturing Operations.
- Senior management.

Training will be reviewed periodically to ensure continued effectiveness.

12. Monitoring and Review

This policy will be reviewed periodically, or sooner if required by changes in legislation, business operations, or identified risks.

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Management will monitor implementation and continually improve controls designed to prevent modern slavery.

13. Non-Compliance

Failure by employees to comply with this policy may result in disciplinary action, up to and including dismissal.

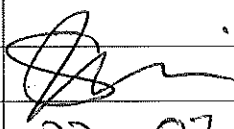
Suppliers, contractors, or business partners who fail to comply may be required to implement corrective actions, may be suspended, or may have their contracts terminated.

14. Policy Approval

This policy is approved by senior management and forms part of the company's commitment to ethical business practices and respect for human rights.

Revision

Date	Number	Detail

Approver	Signature
Serena Kesari	
Chief People Officer	
Date	22.07.2026

Modern Slavery Compliance Declaration and Checklist

Supplier/Contractor Name: _____

Company Registration Number: _____

Contract/Project: _____

Date: _____

Declaration

We, the undersigned, confirm that we have read and understood the Company's Modern Slavery Policy and acknowledge our responsibility to uphold ethical business practices.

We declare that, to the best of our knowledge, our organisation does not engage in, support, or tolerate any form of:

- Modern slavery
- Forced or compulsory labour
- Human trafficking
- Child labour in contravention of applicable laws
- Debt bondage or servitude
- Any other exploitative labour practices

We further confirm that we are committed to preventing these practices within our own operations and, where reasonably practicable, throughout our supply chain.

Compliance Checklist

Please tick each box to confirm compliance:

- ☐ We have read and understood the Company's Modern Slavery Policy.
- ☐ Our organisation complies with all applicable labour and employment laws.
- ☐ We prohibit all forms of modern slavery, forced labour, human trafficking, and exploitative labour practices.
- ☐ Employment is freely chosen, and no employee is required to work through coercion, threats, or intimidation.
- ☐ Workers are free to leave employment in accordance with applicable laws and contractual obligations.
- ☐ We do not retain employees' passports, identity documents, or personal property as a condition of employment.
- ☐ We do not charge employees recruitment or placement fees that could result in debt bondage.

☐ We verify, where appropriate, that our subcontractors and suppliers also uphold standards that prohibit modern slavery and human trafficking.

☐ We provide fair wages and working conditions in accordance with applicable laws and regulations.

☐ We maintain processes for employees or other stakeholders to report suspected unethical or unlawful labour practices without fear of retaliation.

☐ We will immediately notify the Company if we become aware of any actual or suspected instance of modern slavery, forced labour, human trafficking, or related exploitative practices within our operations or supply chain.

☐ We understand that failure to comply with these requirements may result in corrective action, suspension, or termination of our business relationship with the Company.

Declaration

I certify that the information provided in this declaration is true and accurate to the best of my knowledge. I understand that the Company may request additional information or supporting evidence to verify compliance.

Authorised Representative

Name: _____

Position: _____

Company: _____

Signature: _____

Date: _____

Company Stamp (if applicable): _____