



BPW ANTI-SLAVERY STATEMENT AND COMMITMENT

What is Modern Slavery?

Modern slavery is defined as the exploitation of people for personal or commercial gain which includes, Human Trafficking, Forced Labour, Debt Bondage or Bonded Labour, Descent-based slavery, Child Labour and Forced Early Marriage.

PURPOSE

BPW is committed to preventing any form of modern slavery in its operations and supply chains. We will not engage with suppliers, customers, or partners who may be implicated in slavery or who fail to address this issue.

SCOPE

This policy applies to all BPW employees, contractors, suppliers, and business partners worldwide

GOVERNANCE AND ACCOUNTABILITY

The Managing Director and Compliance Officer are responsible for overseeing the implementation of this policy. Employees and suppliers are encouraged to raise concerns through these designated channels: ASReporting@bpw.co.za (Suppliers and General Public) Reportit@bpw.co.za (Employees). Reports will be treated confidentially and investigated promptly.

BPW's COMMITMENT TO ANTI-SLAVERY

BPW undertakes the following actions:

1. Ensure our supply chains are free from any forms of slavery.
2. Integrate modern slavery considerations into all third-party relationships.
3. Conduct regular due diligence to identify and mitigate risks of modern slavery.
4. Communicate a zero-tolerance policy to all suppliers and confirm their compliance.
5. Promote awareness and provide training on modern slavery for employees involved in procurement and supply chain management.
6. Require suppliers to self-monitor, report violations, and take corrective action when necessary.
7. Conduct risk assessments of all suppliers; high-risk suppliers will be audited at the start of the relationship and annually, in line with ISO9001:2015 standards.
8. Investigate all reports of suspected modern slavery, taking corrective or remedial action, which may include terminating relationships if issues are unresolved.

Review and Continuous Improvement

This policy will be reviewed at least annually to ensure its effectiveness, with improvements made as required to strengthen BPW's commitment to removing modern slavery.

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