



## MODERN SLAVERY POLICY

File Name: HP005-Modern Slavery Policy Rev01

Revision History				
Rev	Date	By	Checked	Comments
01	20/08/2024	LJ	JRT	New policy

### TABLE OF CONTENTS

1. PURPOSE AND COMMITMENT .....	2
2. SCOPE.....	2
3. DEFINITIONS.....	2
4. RISK ASSESSMENT AND DUE DILIGENCE.....	2
5. SUPPLIER COMPLIANCE .....	3
6. TRAINING AND AWARENESS.....	3
7. REPORTING AND WHISTLEBLOWING .....	3
8. REMEDIATION .....	3
9. REVIEW AND MONITORING.....	4
10. PUBLIC DISCLOSURE .....	4



### 1. PURPOSE AND COMMITMENT

BEC is committed to preventing modern slavery and human trafficking in our business activities and supply chains. We uphold the highest standards of ethics and integrity in all our dealings and recognise our responsibility to combat modern slavery in all its forms. This policy outlines our commitment to identifying and addressing risks related to modern slavery.

### 2. SCOPE

This policy applies to all employees, contractors, subconsultants, suppliers, and business partners of BEC. It covers all operations and supply chains in which we engage, both domestically and internationally.

### 3. DEFINITIONS

- **Modern Slavery:** Includes slavery, servitude, forced labour, human trafficking, and other forms of exploitation where individuals are deprived of their freedom.
- **Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat, force, coercion, abduction, fraud, or deception for the purpose of exploitation.
- **Forced Labour:** Work or services extracted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily.

### 4. RISK ASSESSMENT AND DUE DILIGENCE

We are committed to assessing the risk of modern slavery in our operations and supply chains. Our approach includes:

- Conducting risk assessments to identify areas of higher risk within our supply chain.
- Implementing due diligence processes, including supplier evaluations, to prevent, detect, and address modern slavery.
- Engaging with suppliers and partners to promote awareness and understanding of modern slavery risks.



## 5. SUPPLIER COMPLIANCE

BEC expects all suppliers to abide by BEC's policy and procedures against modern slavery. As such, suppliers must:

- Comply with all applicable laws regarding slavery and human trafficking.
- Implement effective systems and controls to ensure that modern slavery is not present in their operations or supply chains.

Allow audits by BEC or a third party to verify compliance.

## 6. TRAINING AND AWARENESS

We provide training to our employees and management to help them identify and report signs of modern slavery. This training includes:

- Understanding the indicators of modern slavery and human trafficking.
- Procedures for reporting concerns about modern slavery.
- Regular updates and refreshers to ensure ongoing awareness.

## 7. REPORTING AND WHISTLEBLOWING

BEC encourages all employees, suppliers, and stakeholders to report any concerns related to modern slavery. Reports can be made via email to [hr@bec.studio](mailto:hr@bec.studio) or in-person to a member of the management team.

We ensure that all reports are taken seriously and investigated promptly, and that whistleblowers are protected from retaliation.

## 8. REMEDIATION

If any form of modern slavery is identified within our operations or supply chains, we are committed to taking immediate and appropriate action, including:

- Supporting and providing remedies for victims of modern slavery.



## MODERN SLAVERY POLICY

---

File Name: HP005-Modern Slavery Policy Rev01

---

- Terminating relationships with suppliers or partners who are found to be in violation of this policy and unwilling to address the issue.
- Collaborating with law enforcement and other agencies to assist in the investigation and prosecution of modern slavery offenses.

### 9. REVIEW AND MONITORING

This policy will be reviewed regularly and updated as necessary to reflect changes in law, organisational practices, or emerging risks. We regularly monitor our compliance with this policy and the effectiveness of the measures we have in place.

### 10. PUBLIC DISCLOSURE

BEC is committed to transparency in our efforts to combat modern slavery. A copy of this policy will be published on our website, detailing the steps we have taken to address the risks of modern slavery in our operations and supply chains.