

Modern Day Slavery Policy

1. Purpose

The purpose of this policy is to ensure that Ellisa Motors Limited is committed to preventing modern slavery and human trafficking in all its forms within our operations and supply chains.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners of Ellisa Motors Limited.

3. Definitions

- **Modern Slavery:** Includes human trafficking, forced labour, debt bondage, and other forms of exploitation where individuals are coerced or deceived into providing work or services.
- **Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons by means of threat, force, coercion, abduction, fraud, deception, abuse of power or vulnerability, or giving payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

4. Commitments

- **Zero Tolerance:** We have a zero-tolerance approach to modern slavery and human trafficking.
- **Compliance with Laws:** We comply with all relevant local and international laws regarding modern slavery.
- **Risk Assessment:** Regularly assess the risk of modern slavery in our operations and supply chains.
- **Training:** Provide training to employees on recognizing and preventing modern slavery.
- **Reporting Mechanisms:** Establish clear reporting mechanisms for employees and stakeholders to report concerns about modern slavery.

5. Responsibilities

- **Management:** Ensure the implementation and enforcement of this policy.
- **Employees:** Report any suspicions or evidence of modern slavery.
- **Suppliers and Partners:** Adhere to this policy and ensure their own supply chains are free from modern slavery.

6. Due Diligence

- Conduct due diligence on suppliers and partners to ensure compliance with this policy.
- Include clauses in contracts with suppliers requiring adherence to anti-slavery laws.

7. Monitoring and Review

- Regularly monitor the effectiveness of this policy.
- Review the policy annually and update it as necessary.

8. Reporting Violations

- Provide a confidential mechanism for reporting violations of this policy.
- Investigate all reports promptly and take appropriate action.