



ANTI-MODERN SLAVERY POLICY

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1. INTRODUCTION AND GENERAL OVERVIEW

Hirexa Solutions is committed to combating modern slavery and human trafficking in all its forms. This Anti-Modern Slavery Policy outlines our commitment to eradicating modern slavery within our operations.

2. POLICY STATEMENT

2.1. Zero Tolerance: Hirexa Solutions has a zero-tolerance approach to modern slavery. We will not tolerate any form of modern slavery, including forced labor, child labor, human trafficking, or other exploitative practices within our organization or our clients.

2.2. Respect for Human Rights: We respect the human rights of all individuals, including our employees, Clients, and their employees, and we expect the same commitment from all stakeholders in our value chain.

3. MODERN SLAVERY RISK MANAGEMENT

3.1. Risk Assessment: We will conduct regular assessments to identify and evaluate the risk of modern slavery within our operations.

3.2. Due Diligence: We will exercise due diligence in the selection, monitoring, and assessment of our suppliers and business partners to ensure they share our commitment to anti-modern slavery practices.

3.3. Training and Awareness: We will provide training and awareness programs to our employees to educate them about the risks of modern slavery and the importance of compliance with this policy.

4. MONITORING AND REVIEW

4.1. Framework: Hirexa Solutions will establish a framework to monitor and review the effectiveness of our modern slavery risk management efforts. This will include regular assessments, audits, and reporting.

4.2. Reporting: Our efforts to combat modern slavery will be reviewed annually, and any necessary updates to the policy or practices will be made.

5. REPORTING MECHANISMS

5.1. Internal Reporting: Hirexa Solutions encourages all employees to report any concerns or suspicions of modern slavery within our organization without fear of reprisal. We will maintain a confidential reporting mechanism for this purpose.

5.2. External Reporting: Hirexa Solutions will cooperate with relevant authorities and agencies within the respective country, related to the National Human Rights Commission, for external reporting of modern slavery concerns when required by law.

6. SUPPLIER COMPLIANCE

6.1. Suppliers: We expect our suppliers to adhere to the same anti-modern slavery standards that we uphold. We will work collaboratively with our suppliers to ensure compliance, and failure to do so may result in the termination of business relationships.

7. REVIEW AND AMENDMENT

This Anti-Modern Slavery Policy will be reviewed periodically to ensure its effectiveness and compliance with relevant laws and regulations. Amendments will be made as necessary.

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