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ILLEGAL LABOUR POLICY

Purpose:

This policy outlines our commitment to preventing forced and child labour within our organization and global supply chain. We are dedicated to maintaining ethical and responsible business practices and ensuring that all employees, partners, and suppliers uphold the highest standards of labour rights and human dignity.

Scope:

This policy applies to all employees, contractors, suppliers, and partners associated with our organization.

Definitions:

Forced Labour: Any work or service performed involuntarily under the threat of penalty or coercion.

Child Labour: The employment of individuals under the legal minimum working age or under conditions that may jeopardize their health, safety, and development.

Compliance with Laws and Regulations:

We are committed to adhering to all relevant local, national, and international laws and regulations pertaining to labour practices, including those related to forced and child labour.

Prohibition of Forced and Child Labour:

We strictly prohibit the use of forced and child labour within our organization and global supply chain. No employee, contractor, or supplier shall engage in or support any form of forced or child labour.

Employment Practices:

Age Verification: We will verify the age of all company employees to ensure they meet legal working age requirements. No one under the legal working age will be employed.

Voluntary Employment: All company employees must engage in work voluntarily and have the right to terminate their employment without penalty or coercion.

Non-Discrimination: Employment decisions will be made based on qualifications and merit, without regard to race, gender, age, religion, or any other protected characteristic.

Supply Chain Responsibility:

Supplier Due Diligence: We will conduct various assessments of our suppliers to ensure they do not engage in forced or child labour.

Supplier Agreements: Our supplier contracts will explicitly prohibit the use of forced and child labour.

Monitoring and Auditing: We will periodically audit and monitor our suppliers to ensure compliance with this policy. Non-compliance will result in corrective action or termination of the business relationship.

Reporting and Whistleblower Protection:

We encourage all employees, contractors, suppliers, and partners to report any suspected cases of forced or child labour. Reporting can be done without fear of retaliation, and confidentiality will be maintained. Concerns can be sent to info@acibrands.com.

Continuous Improvement:

We are committed to continually improving our practices to prevent forced and child labour. We will review and update this policy as needed to align with evolving laws, regulations, and best practices.

Communication and Training:

We will communicate this policy to all employees, contractors, suppliers, and partners, ensuring they understand their responsibilities in upholding these standards.

Conclusion:

This policy reflects our unwavering dedication to preventing forced and child labor within our organization and supply chain. By adhering to these principles, we contribute to a more just and ethical global workforce.