

## Modern Slavery Statement

Pentagon refrigeration and Air Conditioning is committed to preventing modern slavery and human trafficking in all its forms within its operations and supply chains. We strive to ensure that our business activities and relationships are conducted with integrity and in compliance with applicable laws and regulations.

### Policy Statement:

1. We are dedicated to promoting ethical practices and treating all workers with dignity and respect. We will not tolerate any form of modern slavery, including forced labor, child labor, human trafficking, or debt bondage.
2. We will assess the risk of modern slavery within our business operations and supply chains and take necessary measures to address and mitigate those risks.
3. We will collaborate with suppliers, contractors, and business partners to ensure they share our commitment to eradicating modern slavery. We expect our suppliers to adhere to the highest standards of labor rights and ethical conduct.
4. We will provide training and awareness programs for our employees, ensuring they understand the risks of modern slavery and know how to identify and report any potential incidents.
5. We will maintain effective communication channels for employees, suppliers, and other stakeholders to report any concerns related to modern slavery. Confidentiality will be ensured, and appropriate action will be taken.

### Sub-Policies:

1. Supplier Code of Conduct: We will establish a comprehensive code of conduct for our suppliers, which will clearly outline our expectations regarding modern slavery, child labour, fair wages, working hours, and other labour rights.

2. **Supplier Due Diligence:** We will implement a robust due diligence process to assess the risk of modern slavery within our supply chains. This will include evaluating suppliers' policies, practices, and performance in relation to human rights.

3. **Recruitment and Employment:** We will uphold fair and ethical recruitment practices, ensuring that all employees are provided with proper contracts, fair wages, safe working conditions, and equal opportunities.

4. **Whistleblowing and Reporting:** We will establish a confidential and secure reporting mechanism to encourage employees, suppliers, and other stakeholders to report any concerns or suspicions related to modern slavery.

5. **Training and Awareness:** We will provide regular training programs to raise awareness among our employees about the signs of modern slavery, the importance of ethical conduct, and the procedures for reporting any concerns.

6. **Monitoring and Compliance:** We will regularly review and monitor our policies, procedures, and practices to ensure compliance with our modern slavery policy and legal obligations. We will also conduct audits and assessments of our supply chains to identify any potential risks.