

Stefanini | Modern Slavery Statement

Purpose

Stefanini Group and its subsidiaries (hereinafter called "Stefanini"), are committed to maintaining a work environment that is free from human trafficking, forced labor and unlawful child labor ("human trafficking and modern slavery"). We practice and promote ethical and lawful employment practices.

Definitions

"Human Trafficking" is the recruitment, transportation, transfer, harboring or receipt of persons, by means of threat or use of force, or through other forms of coercion, including but not limited to: abduction; fraud; deception; abuse of power; exploitation of a position of vulnerability; or the giving or receiving of payments or benefits to a person having control over another person for the purpose of exploitation.

"Forced Labor" is any work or service not voluntarily performed and that is obtained from an individual under the threat of force or penalty.

"Harmful Child Labor" is the employment of children that is economically exploitative and that is hazardous to, or interferes with, the child's education as well as the child's physical, mental, spiritual, moral, or social development.

Declaration

Stefanini will not tolerate the use of unlawful child labor or forced labor and does not intend to partner with or accept products from Suppliers that employ or utilize child labor or forced labor in any manner. Human trafficking and slavery are crimes under state, federal, and international law. Stefanini will make every effort to eradicate human trafficking and slavery from its organization, as well as from its supply chains.

Actions taken

Stefanini and its Suppliers do not use forced or compulsory labor, i.e., any work or service that a worker performs involuntarily, under threat of penalty, and we ensure that the overall terms of employment are voluntary for each employee we hire.

Stefanini and its Suppliers comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements, in which case we ensure employees meet those requirements. We compensate our workers with wages and benefits that meet or exceed the legally required minimum, and we comply with overtime pay requirements.

Stefanini and its Suppliers abide by applicable law concerning the maximum hours of daily labor, and we provide a safe and healthy working environment, including for any employee in company-provided living quarters.

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Stefanini and its Suppliers respect our employees' right to freedom of association, consistent with local laws, and we encourage and provide a diverse workplace that is free from discrimination, harassment and or any other form of abuse.

Compliance

Suppliers of Stefanini must be able to demonstrate compliance with this modern slavery statement at the request and satisfaction of Stefanini. When doing business with Stefanini, Suppliers must identify and comply with all applicable laws, regulations, and standards, including those laws and regulations aimed at eliminating human trafficking and modern slavery in the supply chain.

In the event this Policy conflicts with federal, state, or local law, the applicable law shall control the interpretation and application of this Policy.