

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

This policy applies to all employees, suppliers and business partners and is a mandatory requirement of those parties engaging with Montcalm International Ltd as it forms part of our legal and ethical responsibilities.

Our commitments are :

- Ensuring that there is no slavery or human trafficking activity in our supply chain
- Conducting annual risk assessment to identify and mitigate potential risks
- Engaging with our business partners to ensure they abide by these strictures
- Training our employees to identify and prevent modern slavery

Management responsibilities are :

- Implementing and enforcing this policy, conducting audits and ensuring compliance
- Engaging with our partner manufacturing facility in Canada to confirm their responsibility to comply with the Canadian Government ANTI FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS Act of 2024
- Ensure that employees are fully conversant with their responsibilities in identifying and reporting any infringements

This policy will be reviewed annually to ensure continued effectiveness.

Signed	Position	Date
<i>C J Stacey</i>	Managing Director	29.01.2025