

SECUMAX Modern Slavery and Human Trafficking Policy

1. Purpose SECUMAX is committed to conducting its business ethically and with integrity, ensuring that modern slavery and human trafficking have no place in its operations or supply chain. This policy outlines the measures SECUMAX implements to identify, prevent, and address risks related to modern slavery and human trafficking.

2. Scope This policy applies to all employees and management associated with SECUMAX. It aligns with our company's core values of Integrity, Customer Centricity, Innovation, Excellence, and Compassion.

3. Policy Statement SECUMAX strictly prohibits all forms of modern slavery, including forced labor, bonded labor, child labor, and human trafficking. We are committed to:

- Ensuring compliance with applicable laws and regulations addressing modern slavery.
- Promoting transparency and accountability within our operations and supply chain.
- Collaborating with stakeholders to uphold human rights.

4. Responsibilities

4.1. Management Management at all levels is responsible for:

- Leading by example and demonstrating commitment to this policy.
- Identifying and mitigating risks of modern slavery within their areas of responsibility.

4.2. Employees All employees are expected to:

- Report any concerns regarding modern slavery or human trafficking.
- Comply with this policy and attend relevant training sessions.

5. Due Diligence SECUMAX implements a risk-based approach to prevent modern slavery through:

- Conducting supplier audits and assessments.
- Ensuring employment terms are freely agreed upon and documented.

6. Training and Awareness SECUMAX provides training to employees and key stakeholders to:

- Raise awareness about modern slavery and human trafficking.
- Equip them to identify and report potential risks.

7. Reporting Mechanism All employees are required to report suspicious activities or transactions promptly. Email ID: helpdesk@SECUMAX.in or Phone:

Contact: Venkatesh Bhaskar, Ashok HB or Shruthi Bhaskar KK

Reports will be treated with confidentiality and investigated thoroughly.

8. Monitoring and Review This policy will be reviewed annually or as required to ensure effectiveness and compliance with evolving regulations.

9. Non-Compliance Violations of this policy will result in appropriate disciplinary action, which may include termination of employment or contracts.

10. Approval Approval This policy has been approved by the SECUMAX Proprietor and is effective as of 4th of April 2024.