

Falcone International Anti-Slavery and Human Trafficking Statement

Introduction

Falcone International and its subsidiaries ("the Company") are committed to conducting business in an ethical and transparent manner. This Anti-Slavery and Human Trafficking Statement reflects the Company's commitment to preventing modern slavery and human trafficking from occurring within our organization, subsidiaries, and supply chains. This statement is made in compliance with the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010. It outlines the steps we have taken and continue to take to mitigate the risk of such practices within our operations.

Organizational Structure, Subsidiaries, and Supply Chains

Falcone International is a multinational organization with various subsidiaries, providing a diverse range of products and services across numerous industries. Our supply chains include suppliers, partners, and subcontractors who provide us and our subsidiaries with goods and services to support our business activities. We recognize the importance of maintaining responsible and ethical supply chains and are dedicated to continuous improvement in this area.

Our Policies

Falcone International has implemented a number of policies and procedures designed to prevent modern slavery and human trafficking within our organization, subsidiaries, and supply chains. These include:

1. **Code of Conduct:** Our Code of Conduct establishes the ethical standards and expectations for all employees, contractors, and suppliers of Falcone International and its subsidiaries. It explicitly prohibits the use of forced, bonded, or child labor and sets out our commitment to fair labor practices and human rights.
2. **Supplier Code of Conduct:** Our Supplier Code of Conduct extends our ethical requirements to our supply chain partners, including provisions related to forced labor, child labor, and human trafficking. We expect our suppliers and those of our subsidiaries to adhere to these standards and pass these requirements down to their own suppliers.
3. **Whistleblower Policy:** Our Whistleblower Policy encourages employees and external parties to report any concerns or suspicions of unethical or illegal behavior, including instances of modern slavery or human trafficking, within Falcone International or its subsidiaries. This policy ensures that reports are handled confidentially and protects whistleblowers from retaliation.

Due Diligence and Risk Assessment

Falcone International recognizes the importance of conducting thorough due diligence to identify and mitigate the risk of modern slavery and human trafficking within our business, subsidiaries, and supply chains. Our due diligence process includes:

1. **Supplier Screening:** We assess the risk of modern slavery and human trafficking in our supply chains and those of our subsidiaries through supplier pre-qualification, which includes assessing suppliers based on their commitment to human rights and fair labor practices.
2. **Audits and Inspections:** Falcone International conducts regular audits and inspections of high-risk suppliers for both the parent company and its subsidiaries to verify compliance with our Supplier Code of Conduct and relevant anti-slavery and human trafficking laws.
3. **Training and Awareness:** We provide training and resources to our employees and those of our subsidiaries, particularly those involved in procurement and supply chain management, to raise awareness of the risks of modern slavery and human trafficking and to promote ethical practices within our organization.
4. **Continuous Improvement:** Falcone International is committed to continuous improvement in our efforts to prevent modern slavery and human trafficking across the entire organization, including our subsidiaries. We regularly review our policies, procedures, and due diligence processes to ensure their effectiveness and identify areas for improvement.

Collaboration and Partnerships

Falcone International believes that collaboration and partnerships are essential for combating modern slavery and human trafficking. We actively engage with industry associations, non-governmental organizations, and other stakeholders to share best practices, learn from others, and work together to address this complex global issue for both our parent company and subsidiaries.

Reporting and Compliance

Falcone International is dedicated to maintaining transparency and accountability in our efforts to prevent modern slavery and human trafficking. We encourage employees, suppliers, and external parties to report any concerns or suspicions related to these issues within Falcone International or its subsidiaries through our Whistleblower Policy or directly to our compliance team.

This Anti-Slavery and Human Trafficking Statement applies to Falcone International and all its subsidiaries. It has been approved by the Board of Directors of Falcone International and will be reviewed and updated annually to reflect our ongoing commitment to preventing modern slavery and human trafficking in our organization and supply chains.

Signed:



Tobias Jaeger
Founder & CEO
1 March 2023

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