

## ***Modern Slavery Policy***

Genis Steel is committed to upholding the principles outlined in the Modern Slavery Act 2018. Modern slavery is a grave violation of human rights, encompassing various forms of exploitation and coercion. Our organization recognizes the importance of eradicating modern slavery from its supply chains and operations to ensure ethical and responsible business practices.

### **What is Modern Slavery?**

Modern slavery is a term that encapsulates a range of exploitative practices, including forced labour, human trafficking, debt bondage, and other forms of contemporary servitude. It involves individuals being deprived of their freedom and subjected to conditions akin to slavery, often for economic gain.

### **Examples of Modern Slavery:**

**Forced Labor:** Any situation where individuals are coerced or deceived into work against their will.

**Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons through force, coercion, or deception for the purpose of exploitation.

**Child Labor:** The use of children for labour under conditions that deprive them of their childhood, interfere with their ability to attend regular schools, and are mentally, physically, socially, or morally harmful.

**Debt Bondage:** Individuals forced to work to repay a debt, often in exploitative conditions, trapping them in a cycle of servitude.

Genis Steel is dedicated to ensuring that slavery and human trafficking have no place in our operations or supply chains. We adhere to a zero-tolerance policy for any form of modern slavery, conducting due diligence to identify and mitigate risks.

### **Responsibilities:**

**Employees:** All employees are expected to familiarize themselves with this policy and report any concerns promptly.

**Suppliers:** We expect our suppliers to uphold similar standards and commit to eradicating modern slavery from their own practices.

### **Training and Awareness:**

Regular training and awareness programs are conducted to ensure that our employees understand the risks of modern slavery and are equipped to identify and address any potential issues.

### **Review and Improvement:**

This Modern Slavery Policy is regularly reviewed to ensure its effectiveness and relevance. We are committed to continually improving our practices to combat modern slavery and promote ethical conduct.

By adopting this policy, Genis Steel reaffirms its dedication to respecting human rights, fostering ethical business practices, and contributing to the global effort to eliminate modern slavery.

Tohme Hayek  
General Manager

A handwritten signature in blue ink, appearing to read "Tohme Hayek", is positioned to the right of the printed name and title.