



January 1, 2024

RE: ANTI-HUMAN TRAFFICKING AND SLAVERY POLICY

To Whom It May Concern:

EFINEA opposes any use of slavery or human trafficking in the manufacture and distribution of our products. We will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our global organization.

We recognize that slavery and human trafficking can occur in many forms, such as forced labor, child labor, domestic servitude, sex trafficking and workplace abuse. Therefore, when used in this policy, the terms "slavery and human trafficking" encompass all these various forms of coerced labor.

EFINEA does not and will not permit its employees, subcontractors, vendors, suppliers, or other entities that it does business with to engage in any form of slavery and human trafficking.

Retaliation against anyone who files a complaint or reports a suspected violation of this policy is prohibited. An employee or other party who violates this policy will be subject to appropriate discipline, including, but not limited to, disclosure of the violation to government officials, when required by law or contract, and termination.

Should you have any further questions, do not hesitate to contact us.

Sincerely,

*Ann Zanders*

Ann Zanders – Director of Quality Assurance