



## York Transportation & Warehousing Group Forced Labour Prevention Policy

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### Purpose

York Transportation & Warehousing Group is committed to upholding human rights and ensuring that no form of forced labour, human trafficking, or modern slavery is used in our operations or supply chain. This policy outlines our approach to prevention, monitoring, and corrective action.

### Scope

This policy applies to: All employees of York Transportation & Warehousing Group regardless of position or contract type. Contractors, suppliers, and business partners working with York Transportation and Warehousing.

### Policy Statement

- Employment with York Transportation & Warehousing Group is voluntary. No employee shall be compelled to work through threats, coercion, debt bondage, or withholding of identification documents.
- All workers must be free to leave employment upon reasonable notice, in accordance with applicable laws.
- Recruitment fees will not be charged to workers.
- Wages, working hours, and conditions will comply with or exceed local labour standards.

### Employer Responsibilities

- Conduct due diligence on suppliers and contractors to ensure compliance with this policy.
- Provide clear employment contracts in a language workers understand.
- Train managers and staff to recognize signs of forced labour.
- Establish a confidential reporting mechanism for concerns about forced labour.



## Employee Responsibilities

- Report any suspected cases of forced labour to management or through the confidential reporting system to Human Resources.
- Cooperate with investigations into violations of this policy.

## Supplier & Contractor Requirements

- Suppliers must certify that their operations are free from forced labour.
- Suppliers must allow audits and provide documentation upon request.
- Breaches of this policy may result in termination of business relationships.

## Monitoring & Compliance

- York Transportation & Warehousing Group will conduct periodic risk assessments and audits.
- Reports of non-compliance will be investigated promptly, and corrective actions will be required.

## Reporting & Whistleblower Protection

- Employees and stakeholders can report concerns through confidential e mail with [hr@yorktrans-worldwide.com](mailto:hr@yorktrans-worldwide.com)
- Retaliation against any individual who reports in good faith is strictly prohibited.

## Accountability

Failure to comply with this policy may result in disciplinary action, including termination of employment or business relationships.

**Approved by York Transportation & Warehousing Group of Companies**

**September 5, 2025**