
Modern Slavery Policy

Policy Statement

Modern slavery is a heinous crime and a gross violation of basic human rights. It manifests in various forms, including slavery, servitude, forced labor, and human trafficking, all of which involve the exploitation of an individual for personal or commercial gain by depriving them of their freedom. Our company has a zero-tolerance policy towards modern slavery and is dedicated to conducting business ethically and with integrity. We have implemented robust systems and controls to prevent modern slavery from occurring within our business or supply chain and are committed to transparency in our efforts to combat it. We expect our contractors, suppliers, and business partners to adhere to the same high standards. Our contracting processes include explicit prohibitions against the use of forced, compulsory, or trafficked labor, and we expect our suppliers to hold their suppliers to the same standards. This policy is applicable to all persons working for or representing our company in any role and is subject to change at any time. It does not constitute a part of any employee's employment contract.

Responsibility For the Policy

Skan Leadership oversees making sure that this policy adheres to our legal and ethical standards, and that everyone working for us follows it. The HR Team is responsible for carrying out this policy, keeping track of its usage and effectiveness, addressing any questions about it, and reviewing internal control systems and procedures to ensure they effectively combat modern slavery. Managers at all levels must ensure that their subordinates are aware of and follow this policy and provide any necessary training.

Compliance With the Policy

Everyone is responsible for preventing, detecting, and reporting modern slavery in our business or supply chain. If you suspect a breach of this policy, report it to your manager, HR, Legal & Compliance, or through our Whistleblowing Policy. Raise any concerns, no matter how small, and we will support you if you report in good faith. We won't tolerate detrimental treatment of those who report concerns. If unsure, report to your manager, HR, or Compliance. Let's work together to prevent modern slavery.

Policy Communication and Awareness

We will provide necessary training on this policy and the risks of modern slavery in our supply chain. Our zero-tolerance stance on modern slavery will be clearly communicated to all suppliers, contractors, and business partners from the start of our relationship and reiterated as needed.

Consequences or Breach of Non-Compliance

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or contract. We reserve the right to terminate our relationship with any individual or organisation that breaches this policy.

Manish Garg
Co-Founder and CPO/COO

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