

# **Anti-Slavery and Human Trafficking Policy for AS Factorum Install Solutions SRL**

**Web address: [www.asfactorum.com](http://www.asfactorum.com)**

## **Introduction**

**As Factorum Install Solutions** SRL is committed to preventing all forms of modern slavery and human trafficking within its operations and supply chain. This policy aligns with international standards, including the UN Guiding Principles on Business and Human Rights.

We take a zero-tolerance approach to slavery, forced labour, and human trafficking and expect the same high standards from our employees, suppliers, and business partners.

## **Policy Objectives**

The objectives of this policy are to:

- Prevent modern slavery and human trafficking in our operations and supply chain.
- Establish clear expectations for employees, suppliers, and contractors.
- Conduct due diligence to identify, assess, and mitigate risks.
- Ensure compliance with all relevant laws and international standards.

## **Scope**

This policy applies to:

- All As Factorum Install Solutions SRL employees, contractors, and temporary workers.
- All suppliers, subcontractors, and business partners working with AS Factorum Install Solutions SRL

## **Key Commitments**

AS Factorum Install Solutions SRL is committed to the following principles:

- **Zero Tolerance:** We have a zero-tolerance approach to modern slavery, forced labour, and human trafficking in any form.
- **Due Diligence:** We conduct regular assessments of our supply chain to identify and address any risks of human rights infringements.
- **Supplier Compliance:** All suppliers and business partners must adhere to our Labour Standards and Code of Conduct. Failure to comply will result in termination of contracts.
- **Training:** We provide training to employees and relevant stakeholders to raise awareness of modern slavery risks and reporting obligations.
- **Reporting Mechanism:** Employees, suppliers, or stakeholders can confidentially report concerns about modern slavery or human trafficking within our operations or supply chain.

## **Supplier and Partner Expectations**

AS Factorum Install Solutions SRL expects all suppliers and partners to:

- Prohibit the use of forced, bonded, or involuntary labour in their operations.
- Provide safe and humane working conditions.

- Ensure fair compensation and comply with laws regulating working hours.
- Conduct regular audits to identify and eliminate human rights risks.

## **Responsibility**

- AS Factorum Install Solutions SRL Management: Responsible for ensuring compliance with this policy and implementing effective systems to mitigate risks.
- Employees: Required to report any suspected breaches of this policy to management or through designated reporting channels.
- Suppliers and Partners: Expected to comply fully with this policy and cooperate with AS Factorum Install Solutions SRL due diligence processes.

## **Reporting Violations**

Anyone with concerns about modern slavery or human trafficking related to AS Factorum Install Solutions SRL operations or supply chain is encouraged to report them immediately. Reports can be made confidentially to: ([asfactoruminstall@gmail.com](mailto:asfactoruminstall@gmail.com))

AS Factorum Install Solutions SRL will investigate all reports thoroughly and take appropriate action, including notifying relevant authorities if required.

## **Review and Monitoring**

This policy will be reviewed annually to ensure its effectiveness and compliance with applicable laws and standards.

## **Conclusion**

( Company Name ) is committed to maintaining the highest ethical standards and ensuring that modern slavery and human trafficking have no place in our business. Through vigilance, collaboration, and accountability, we aim to protect human rights and uphold our corporate responsibility.

## **Contact Information**

For more details on our environmental initiatives or to provide feedback, please visit our website at (<http://www.asfactorum.com>) or contact our team directly.

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