

Cascando Anti-Slavery and Human Trafficking policy

1. Policy statement

Modern slavery is a crime and a serious violation of fundamental human rights. It manifests in various forms such as slavery, servitude, forced labor, and human trafficking - all of which deprive a person of their liberty for personal or commercial exploitation.

Cascando maintains a zero-tolerance policy against modern slavery. We are committed to ethical conduct and integrity in all our business dealings and relationships. We implement effective systems and controls to ensure that modern slavery does not occur anywhere in our operations or supply chains.

Transparency is key. In line with our obligations under the Modern Slavery Act 2015, we expect our suppliers, contractors, and business partners to adhere to these same high standards. All our contracts include specific clauses that prohibit forced labor or human trafficking.

This policy applies to everyone working for or on behalf of Cascando, including employees, directors, volunteers, consultants, and business partners.

2. Responsibility

The Management Team holds overall responsibility for compliance with this policy.

Day-to-day responsibility lies with the operational manager, who manages implementation, monitors compliance, addresses inquiries, and conducts audits of internal systems.

Managers at all levels are responsible for communicating this policy to their teams and ensuring adequate training on modern slavery is provided.

3. Compliance

All employees and suppliers must read, understand, and comply with this policy. Preventing, detecting, and reporting modern slavery is everyone's responsibility.

If you suspect any form of modern slavery, or if in doubt, report it immediately to Leon Waltmans (Managing Director) or your contact person at Cascando. We encourage openness and will protect anyone who raises concerns in good faith.

4. Communication and awareness

Modern slavery training is part of the onboarding process and is periodically refreshed. Our zero-tolerance stance must be clearly communicated to suppliers and business partners from the outset.

5. Breaches

Any employee who violates this policy will face disciplinary action, which may include dismissal. For external parties, breaches may result in termination of the business relationship.

6. Integration with Cascando's CSR: positive impact

At Cascando, we believe in sustainable, responsible, and balanced operations. These principles are embedded in our Corporate Social Responsibility (CSR) framework.

We oppose all forms of discrimination, child labor, forced labor, or exploitation. We prioritize fairness, equality, and dignity across our operations and supply chains.

Our CSR approach extends beyond labor rights. It includes climate awareness, diversity, integrity, and ethical entrepreneurship. We aim for positive impact at every stage of our business, in collaboration with all stakeholders.

We believe real change is possible when we collectively uphold fair labor standards, promote economic reliability, and reduce ecological footprints. This supports social progress and strengthens our reputation as a responsible company.

7. Final statement

At Cascando, we believe everyone deserves a decent standard of living, fair wages, and safe working conditions. We remain committed to protecting human rights and eliminating modern slavery from all our practices.

For questions or suggestions about this policy, please contact Leon Waltmans (Managing Director)