

Code of Conduct for Peka Company Human Rights, Slavery, and Trafficking Policy

At Peka, we are committed to conducting business with respect for human rights, and we have a zero-tolerance policy towards any form of slavery and human trafficking. We expect our employees, contractors, and suppliers to adhere to the same standards and principles.

1. Human Rights

Peka is committed to upholding and respecting human rights. We operate in compliance with all applicable laws and regulations related to human rights, including the Universal Declaration of Human Rights. We strive to create a workplace that values diversity, equal opportunities, and fair treatment of all employees. We do not tolerate any form of discrimination, harassment, or abuse of power in any form.

2. Slavery and Human Trafficking

Peka is committed to preventing any form of slavery, forced labour or human trafficking in our operations and supply chain. We prohibit the use of forced labour or child labour, and we expect our suppliers and contractors to do the same. We require all our suppliers to comply with the Modern Slavery Act 2015 and provide regular updates on their efforts to eradicate slavery and human trafficking.

3. Training and Awareness

We encourage open communication channels and provide mechanisms for reporting any concerns or violations of our policies. We will take all reports seriously and investigate them promptly and take appropriate actions in response to any violations of our policies.

4. Monitoring and Evaluation

Peka regularly monitors and evaluates our compliance with this code of conduct, as well as our suppliers and contractors' compliance. We conduct audits of our supply chain in suspected cases to identify any potential risks of slavery or human trafficking. We take corrective actions when necessary to ensure that our policies and standards are being upheld.

5. Accountability and Enforcement

Peka will hold all employees, contractors, and suppliers accountable for their compliance with this code of conduct. Violations of our policies will result in appropriate disciplinary action, up to and including termination of contracts or employment. We will work with law enforcement authorities to investigate and prosecute any violations of human rights, slavery, or trafficking laws.

Peka is committed to upholding the standards of ethical behaviour and social responsibility. We will continually review and improve our policies and procedures to ensure that we are doing our part to prevent human rights abuses and slavery in our operations and supply chain.