



## **OKS Modern Slavery and Human Trafficking Statement**

Organisation's structure, its business and its supply chains relation

### **Introduction**

We help our customers build sustainable business models through outsourcing solutions that enhance competitiveness, profitability, and growth. Our consultative approach relies on technology-enabled process re-engineering, highly skilled resources, and an unwavering commitment to client service.

OKS maintains organizational chart for all department and support functions to rely the personnel involved for smooth functioning of the processes.

With a commitment to expanding the capabilities that could be provided to each customer, while maintaining the highest level of quality and service standards.

The common theme in OKS Group history is our dedication to customer success as a core company value. A passion for client services has long been the driving principal for OKS Group's founder, and we are committed to supporting each customer with exceptional talent, dedication, technology, workflow, process and, most especially, teamwork.

### **Policies and Systems on Modern Slavery and Human Trafficking**

#### **Code of Conduct**

We have a Code of Conduct for our employees, which sets out our commitment to ensuring that we all act and are treated ethically, fairly and with respect and dignity. We recognise that our employees' continuing success as individuals, colleagues and a company depends on all of us treating each other with respect and upholding the highest professional and ethical standards.

In addition, we have Whistleblower policies and procedures in place to encourage employees to speak up or raise concerns when they see conduct which could be viewed as dishonest, unethical or unlawful, and we have policies prohibiting retaliation for raising such concerns.

We do not use, and we expect our suppliers not to use, any forms of modern slavery. Modern slavery is defined as all situations in which a person is forcibly or subtly controlled through coercion, mental or physical abuse or the threat of abuse by an individual or a group of individuals for the purpose of exploitation. This includes circumstances such as slavery, servitude, trafficking in persons, indentured labour, forced or compulsory labour.



## **Employment Policies**

OKS maintains employment and personnel policies that promote the culture of decency and respect. These policies dictate that we provide equal opportunities in employment and that employees are treated fairly regardless of non-vocational distinctions such as age, gender (including identity or expression), marital status, civil partnership status, sexual orientation, disability, colour, nationality, race ethnic origin or religion or belief, supporting our efforts to combat modern slavery across our operations.

## **Anti-Slavery and Human Trafficking Policy**

OKS has anti-slavery and Human Trafficking policy for internal staff and controlling suppliers activities in accordance to the legislative and statutory requirements. *(Refer to policy number QISMS/1.27)*

## **Supplier Code of Conduct**

OKS sources services from suppliers and expects that our suppliers do not use any form of modern slavery. It is important to note that OKS does not manufacture goods or handle raw materials or commodities. In an effort to mitigate the risk of modern slavery in our supply chain, our suppliers are contractually bound by standard ethically conduct while dealing with workers, customers and third parties, which is embedded into our supplier agreements.

OKS is committed to partnerships with suppliers that share our dedication to conducting business in a legal, ethical and socially responsible manner.

- **Human Rights / Labour and Employment Laws**

Suppliers must be committed to, and have respect for, the protection and preservation of human rights. While it is the responsibility of each supplier. Suppliers are expected to comply with applicable international and local legal requirements in their countries of operation.

- **Forced Labour**

Suppliers must not use forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise.

- **Child Labour**

Suppliers must not use child labour. Suppliers are required to comply with applicable child labour laws and employ only workers who meet the applicable minimum legal age requirement in their countries of operation.



## **Training and Awareness**

OKS has the policies to invite all staff for different level of trainings on code of conduct, information security, quality management system, data protection act.

## **Conclusion**

We are proud of our stance as an ethical company which believes in doing well by doing good for society. We endorse the principles of the Act and have a number of policies in place which include provisions designed to eradicate modern slavery from our business and supply chains.

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 on behalf of the companies listed for the financial year ending December 31, 2023.