COGO INTERIORS

Modern Slavery Policy

Overview and Definition of Modern Slavery

Slavery, child labour, and human trafficking are severe crimes that violate fundamental human rights. Modern Slavery takes various forms, all involving the deprivation of victims' freedom and often includes financial exploitation.

At COGO Interiors, we operate our business with fairness, ethics, and a strong commitment to upholding human rights. We are resolutely dedicated to preventing slavery, forced labour, servitude, child labour, and human trafficking within both our operations and supply chains. Such practices will not be tolerated.

This policy does not constitute a contractual obligation but serves as a guiding principle, subject to updates as needed.

All individuals working for or on behalf of the Company—employees, directors, officers, workers, consultants, volunteers, suppliers, and service providers—are required to familiarize themselves with and adhere to this policy.

The Company's Anti-Slavery Officer, Michelle Wong ('ASO'), is responsible for overseeing compliance with this policy.

Failure to comply may result in disciplinary action, up to and including termination of employment or contract, and potential legal action.

Preventing Slavery and Human Trafficking in Our Business

The Company conducts thorough checks on all employees, recruitment agencies, and suppliers to ensure compliance with anti-slavery measures.

Every employee receives a written employment contract and is remunerated in accordance with legal requirements. We fulfil our obligations to protect the health and safety of our employees and workers, including provisions for working hours, breaks, and holidays.
Each employee must acknowledge receipt and understanding of this policy.

For Suppliers

Suppliers must assess their business and supply chains to confirm compliance with legal obligations regarding Modern Slavery and commit to preventing slavery, forced labour, servitude, child labour, and human trafficking.
Breaching this policy may result in contract termination and legal action.

For Employees and Workers Providing Services

Employees and workers must immediately report any suspicions of Modern Slavery or human trafficking within our business or supply chains to the ASO. The ASO will investigate and report findings to the Managing Director promptly.
No one will face different treatment for raising genuine concerns under this policy, even if investigations reveal no wrongdoing. Any perceived mistreatment should be reported to the ASO and, for employees, may involve our Grievance and Whistleblowing Policies.

COGO Interiors
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