

## ANTI-HUMAN TRAFFICKING POLICY

Human Trafficking involves the recruitment, concealment, and/or transportation of individuals into a situation of exploitation through the use of violence, deception or intimidation, being forced to work against their will.

The purpose of this policy describes SET Recruitment Consultants (Pty) Ltd.'s principles with respect to the combat of trafficking in humans.

### SET RECRUITMENT CONSULTANTS (PTY) LTD STRICTLY PROHIBITS:

Engaging in any form of human trafficking, which includes:

- Engaging in commercial sex acts that may be directly associated with SET Recruitment Consultants (Pty) Ltd which includes during work hours, while attending off-site functions, and any time in work travel status
- Using forced labor of any kind for any reason
- Terminating, covering, seizing, or otherwise denying access by an employee to the employee's identity or immigration documents
- Using misleading or fraudulent recruiting practices
- Charging employee candidates recruitment fees for employment
- Failing to pay contractually agreed return transportation costs for certain employees who have finished employment outside that employee's nation of residence
- Providing or arranging housing that fails to meet the host country's housing and safety standards
- Failing to provide proof of employment or similar work document in writing prior to the employee departing from his or her country of origin

SET Recruitment Consultants (Pty) Ltd is opposed to all forms of trafficking in humans and is committed to mitigating the risk of trafficking in human in connection with its operations and programs. We are committed to be fully compliant with the laws, regulations, and policies that prohibit trafficking in humans. Our leadership understands the importance of anti-human trafficking and have devoted resources to promote compliance.

We are committed to conducting business with honesty and integrity, wherever we operate around the world, treating all people with dignity and respect and complying with all applicable laws, regulations, and treaties. We are also committed to protecting and promoting human rights globally.

This policy applies to all SET Recruitment Consultants (Pty) Ltd staff members – permanent, contract, independent contractors, suppliers, clients, etc. Each individual will be held accountable to conduct business with or for us in an ethical manner.



Our employees are required to follow all laws of the countries in which they operate and all of our policies and procedures, including our Code of Conduct, various business rules, policies and standard operating procedures. Employees who violate laws or company policies are subject to disciplinary action, up to and including termination.

Similarly, suppliers who fail to comply with the law or do not address contractual non-compliance in a timely manner, we reserve our contractual rights to terminate relationships with them if applicable.



## SET CONSULTING

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