



# Human Rights and Modern Slavery Policy

## 1. Introduction

CEN IDEA LTD is committed to upholding the principles of human rights and eradicating modern slavery in all its forms. We recognize our responsibility to respect and protect the rights of our employees, suppliers, customers, and the communities in which we operate. This policy outlines our commitment to these principles and our actions to prevent modern slavery and human rights abuses within our operations and supply chains.

## 2. Scope

This policy applies to all employees, contractors, suppliers, and business partners associated with CEN IDEA LTD, regardless of their location. We expect our partners and suppliers to adhere to similar principles and take proactive steps to prevent modern slavery and human rights violations.

## 3. Our Commitments

### 3.1 Compliance with Applicable Laws

CEN IDEA LTD will comply with all relevant international and national laws and regulations related to human rights and modern slavery.

### 3.2 Zero Tolerance for Modern Slavery

We have a zero-tolerance approach to modern slavery, which includes forced labor, child labor, and human trafficking. We will not knowingly engage in any business relationship with individuals or organizations involved in such practices.

### **3.3 Ethical Employment Practices**

CEN IDEA LTD is committed to providing fair and ethical employment practices. We will ensure that all employees are treated with dignity and respect, are paid fairly, and have safe working conditions. We will not engage in any form of forced or compulsory labor.

### **3.4 Ethical Employment Practices**

We will assess and monitor our supply chain to identify and mitigate risks of modern slavery. This includes conducting due diligence on suppliers, contractors, and business partners to ensure they adhere to ethical labor practices and human rights standards.

### **3.5 Employee Training**

We will provide training and awareness programs for our employees to help them recognize and prevent modern slavery and human rights abuses.

### **3.6 Reporting Mechanism**

CEN IDEA LTD will establish a mechanism for employees, suppliers, and stakeholders to report any concerns or suspicions of modern slavery or human rights abuses. Reports will be treated confidentially, and appropriate actions will be taken.

### **3.7 Remediation**

If any violation of this policy is identified, we will take prompt and effective action to address the issue, including terminating relationships with non-compliant suppliers or partners.

## **4. Review and Continuous Improvement**

This policy will be reviewed periodically to ensure its effectiveness and relevance. We will work continuously to improve our practices and stay aligned with emerging best practices in the field of human rights and modern slavery prevention.

## 5. Conclusion

CEN IDEA LTD is dedicated to the highest standards of ethical conduct, respecting the rights and dignity of all individuals. We are committed to actively preventing modern slavery and human rights abuses and will work collaboratively with our stakeholders to achieve these goals.

This policy has been approved and endorsed by the senior management of CEN IDEA LTD and is communicated to all employees, suppliers, and partners to ensure awareness and compliance.



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