

Modern Slavery and Human Trafficking Policy

1. Purpose

E-Chambers-Direct Ltd. is committed to combating all forms of modern slavery, including human trafficking,

forced labor, child labor, and any other form of exploitation within our business operations and supply chain.

This policy outlines our approach to preventing and addressing the risk of modern slavery in compliance

with the UK Modern Slavery Act 2015 and other relevant legislation.

2. Scope

This policy applies to all employees, officers, contractors, suppliers, and other business partners of E-Chambers-Direct Ltd.,

wherever they operate. It includes all business units, operations, and supply chains associated with the company.

3. Our Commitment

E-Chambers-Direct Ltd. has zero tolerance for modern slavery and human trafficking. We are committed to acting ethically

and with integrity in all business dealings and relationships. We will implement and enforce effective systems and controls

to mitigate the risk of modern slavery and ensure transparency in our supply chains.

4. Responsibilities

- Board of Directors: The board holds ultimate responsibility for ensuring that E-Chambers-Direct Ltd. complies with its legal and ethical obligations.
- Management: Management is responsible for ensuring that this policy is communicated to employees, contractors, and suppliers and for implementing procedures to identify and assess the risk of modern slavery.
- Employees: All employees must adhere to this policy and report any concerns related to slavery or human trafficking in line with our whistleblowing procedures.

5. Due Diligence Processes

E-Chambers-Direct Ltd. has established due diligence processes to identify, assess, and mitigate the risk of modern slavery in our supply chain, which include:

- Supplier Vetting: We conduct thorough assessments of all new suppliers before entering into business relationships. This includes reviewing their policies on labor rights and human rights, compliance with local laws, and adherence to our standards on ethical practices.
- Regular Audits: We will conduct periodic audits of suppliers and contractors to ensure ongoing compliance with our anti-slavery standards.
- Risk Assessment: We regularly review areas of our operations and supply chains that may pose higher risks of modern slavery and take appropriate action to mitigate these risks.

6. Training and Awareness

We provide training to all employees and management teams to help them identify the signs of

modern slavery and understand

the process for reporting concerns. This training is reviewed and updated annually to reflect changes in law or risk.

7. Reporting Mechanism

E-Chambers-Direct Ltd. encourages openness and will support anyone who raises genuine concerns related to modern slavery.

Employees and business partners are encouraged to report any concerns via our confidential whistleblowing hotline or directly to management.

All reports will be taken seriously, investigated promptly, and treated confidentially.

8. Continuous Improvement

We are committed to continuous improvement of our practices related to modern slavery. This includes regular reviews of our policy, internal procedures, and supply chain management systems.

9. Non-Compliance

Non-compliance with this policy will be dealt with in accordance with the company's disciplinary procedures and could lead to termination of contracts with suppliers, contractors, or employees found to be in breach.

10. Policy Review

This policy will be reviewed annually by the Board of Directors to ensure its continued relevance and effectiveness in combating modern slavery.