



MODERN SLAVERY AND CHILD LABOUR STATEMENT

1. DEFINITIONS

“Child Labour”	refers to work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development;
“Debt Bondage”	refers to when labourers (sometimes with their families) are forced to work for an employer in order to pay of their own debts or those they have inherited;
“Forced Labour”	refers to all work or services exacted from a person under the threat of a penalty and for which the person has not offered himself/herself willingly;
“Human Trafficking”	refers to the unlawful act of transporting or coercing people in order to benefit from their work or service, typically in the form of forced labour or sexual exploitation;
“Legal Framework”	refers to any and all International and National Legislation, Conventions, Policies and Practices applicable to Modern Slavery and Child Labour;
“Modern Slavery”	refers to when an individual is exploited by others, for personal or commercial gain; whether tricked, coerced or forced, they lose their freedom. This includes, but is not limited to, human trafficking, forced labour and debt bondage; and
“the Company”	refers to Langenhoven Pistorius and Partners Incorporated t/a Langenhoven Pistorius Modihapula Attorneys.

2. STRUCTURE OF THE BUSINESS

- 2.1. Langenhoven Pistorius & Partners Incorporated t/a Langenhoven Pistorius Modihapula Attorneys is a Law Firm based in Brits, South Africa with a branch in Hartbeespoort, South Africa.
- 2.2. The Company expects the same standards of care and prevention of Modern Slavery and Child Labour from all Suppliers, Clients and relevant business partners.
- 2.3. The Company believes the risk of Modern Slavery and Child Labour to be low throughout the business and supply chain structure due to the nature of the Business as well as the Company only transacting with reputable businesses for which reasonable due diligence has been conducted.


3. MODERN SLAVERY AND CHILD LABOUR MEASURES

- 3.1. Since South Africa is a Member State of the United Nations, the principles, policies and conventions adopted by the United Nations find application in South Africa, and therefore are applicable to the Company.
- 3.2. Modern Slavery and Child Labour is a violation of human rights and a crime in South Africa. There are many Conventions, policies and practices adopted by the United Nations and enforced by all Member States, which include the Sustainable Developments (SDG) which provides 17 Principles to be met by 2030, specifically Goal 8 ‘Decent Work and Economic Growth’ in this regard, the ILO Conventions on Child Labour, and the UN Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery of 1956, to name a few.

- 3.3. The Company has a zero-tolerance approach to Modern Slavery and Child Labour, committing itself fully to the prevention thereof throughout the business structure, through all of its operations and supply chain.
- 3.4. The Company hereby confirms that steps have been implemented to prevent Slavery and Child Labour, which include:
 - 3.4.1. Ensuring all Employees, during the employment process, provide sufficient information, including a copy of their Identity Document/Passport, academic records, references etc. to verify their information and ensure they are not a child or someone applying for work against their will.
 - 3.4.2. Implementing internal policies for the prevention of Modern Slavery and Child Labour, which are circulated through all levels of the organization, and include sessions for engaging all Employees of the Company regarding the contents thereof to ensure everyone understands the policy and is aware of their responsibilities in terms thereof.
 - 3.4.3. Informing Employees that prevention through detecting and reporting acts of Modern Slavery and Child Labour forms part of their responsibility, which includes detecting any concerning information relating to their Colleagues, Suppliers of the Company, and any potential or existing Clients.
 - 3.4.4. All Suppliers of the Company are assessed with reasonable measures taken to verify information collected to ensure they have policies and practices in place to combat Modern Slavery and Child Labour within their business. This assessment is done through engaging the Supplier as well as conducting our own searches for any adverse media or concerns the community may have about the Supplier in this regard.
 - 3.4.5. The Company continues to assess the measures in place as well as develop and implement new measures and procedures accordingly.

4. STATEMENT

- 4.1. The Company confirms it complies with all relevant UN Conventions and South African legislations relating to employment, including, but not limited to, the Basic Conditions of Employment Act, 75 of 1997.
- 4.2. The Company hereby confirms that all Employees are lawfully employed of their own free will, and are by no means employed by force, coercion, threat of penalty, or any other method which would deprive the Employee of their ability to exercise their free will.
- 4.3. Failure to comply with the relevant Policies and Legal Frameworks may result in termination of employment contracts or removal of Suppliers and/or Clients of the Company.

2024/5/27	ILSE HATTINGH	
SIGNED DATE	FULL NAMES	SIGNATURE