



October 2023

Anti-Human Trafficking

1. Introduction: Copper State is committed to conducting its business operations in an ethical and socially responsible manner. We are dedicated to preventing human trafficking and all forms of modern slavery in our operations and supply chain. We will not tolerate forced or involuntary labor in any form, and forbid child labor.

2. Scope: This policy applies to all employees, contractors, subcontractors, vendors, suppliers, and business partners associated with Copper State. It covers all company facilities, operations, and activities, both domestically and internationally.

3. Policy Statement: Copper State has a zero-tolerance approach to human trafficking and modern slavery. We are committed to the following principles:

3.1. Compliance with Laws: We will comply with all applicable laws and regulations related to human trafficking and modern slavery in the locations where we operate.

3.2. Due Diligence: We will conduct due diligence to identify and mitigate risks of human trafficking within our supply chain. This includes evaluating the practices of our suppliers and contractors, both domestically and internationally.

3.3. Supply Chain Transparency: We continually work to enhance transparency in our supply chain to better understand the origins of materials, components, and labor used in our products.

3.4. Supplier Responsibility: We expect our suppliers and contractors to adhere to the same high standards and implement anti-human trafficking measures in their operations. We are introducing a supplier affidavit across our key supply chain partners, ensuring their attestation to compliance with this policy.

3.5. Reporting Mechanisms: We encourage all employees, contractors, and stakeholders to report any concerns or suspicions of human trafficking or modern slavery within our organization or supply chain. We maintain a confidential and accessible reporting system.

3.6. Remediation and Accountability: If any violations of this policy are identified, we will take appropriate remedial actions, which may include terminating relationships with non-compliant suppliers and contractors.

4. Training: We will provide training and awareness programs to our employees and key stakeholders to ensure they understand the risks and signs of human trafficking and modern slavery and know how to report concerns.

5. Review and Continuous Improvement: We will regularly review and update this policy to ensure it remains effective. We will also continue to enhance our efforts in preventing human trafficking and modern slavery.

6. Communication: This policy will be made available to all employees and stakeholders through our website, intranet, and other internal communication channels.

7. Conclusion: Copper State is dedicated to promoting ethical and responsible business practices. We believe that by adhering to this anti-human trafficking policy, we can contribute to the eradication of human trafficking and modern slavery in all forms.