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POLICY TO COMBAT MODERN SLAVERY, HUMAN TRAFFICKING AND FORCED LABOUR

I - Definition of forced labour, modern slavery and human trafficking

II - MP Biomedicals GmbH's policy against modern slavery, human trafficking and forced labour

I - Definition of modern slavery and forced labour :

Forced labour can be understood as work performed involuntarily and under threat of any sanction. It refers to situations in which people are forced to work through the use of violence or intimidation, or through more subtle means such as manipulated debt, withholding of identity papers or threats of denunciation to immigration authorities.

The International Labour Organisation provides a definition of forced labour in its Forced Labour Convention (1930 - No. 29). The International Labour Organisation's definition is as follows

Forced or compulsory labour is:

"all work or service which is exacted from any person under the menace of any penalty and for which the person has not offered himself voluntarily."

The International Labour Organisation's Forced Labour Protocol (Article 1, paragraph 3) explicitly reaffirms and clarifies this definition:

This definition consists of three elements:

Work or service refers to all types of work performed in any activity, industry or sector, including in the informal economy.

The threat of any penalty refers to a wide range of penalties used to compel someone to work.

Involuntary: The term "voluntarily offered" refers to a worker's free and informed consent to take a job and their freedom to leave at any time. This is not the case, for example, when an employer or recruiter makes false promises to get a worker to take a job he or she would not otherwise have accepted.

Forms of forced labour have evolved over time, with globalisation and business practices. Forced labour should be seen in the context of human trafficking.

The fight against forced labour includes traditional forced labour practices, such as remnants of slavery or slavery-like practices, various forms of debt bondage, as well as new forms of forced





labour that have emerged in recent decades, such as trafficking in human beings, also called "modern slavery".

Exceptions to the definition of "forced labour"

Article 2, paragraph 2 of ILO Convention No. 29 describes five situations that constitute exceptions to the definition of "forced labour" under certain conditions:

- Compulsory military service.
- Normal civic obligations.
- Work in prison (under certain conditions).
- Work in emergency situations (such as war, calamity or threat of calamity, e.g. fire, flood, famine, earthquake).
- Minor communal services (within the community).

II - MP Biomedicals GmbH's policy against modern slavery, human trafficking and forced labour

MP Biomedicals GmbH is a member of the organisation AMFORI – Trade with purpose (<https://www.amfori.org>)

MP Biomedicals GmbH implements the international conventions and European directives transposed into national law concerning the fight against modern slavery, human trafficking and forced labour.

MP Biomedicals GmbH does not employ any person in the form of forced servitude, trafficking or involuntary labour.

MP Biomedicals GmbH does not employ any workers under the legal minimum age.

MP Biomedicals GmbH hires all workers on the basis of documented contracts in accordance with the law and practices fair and non-discriminatory recruitment.

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Georges BATARSE
General Manager EMEA

