



OPERATIONAL TECHNOLOGY TRAINING

Labour and Anti-Slavery Policy

1. Introduction

OTT Europe B.V. is committed to the highest standards of ethical conduct and social responsibility. We fully comply with European Union labour laws, international labour standards, and human rights frameworks. We maintain a zero-tolerance policy towards forced labour, child labour, human trafficking, and all forms of modern slavery.

2. Compliance with Labour Laws

- We comply with all applicable EU and national labour regulations regarding working hours, wages, benefits, and employment rights.
- We respect the right of workers to freedom of association and collective bargaining.
- We ensure that all recruitment, hiring, and employment practices are free from discrimination on the basis of race, gender, religion, age, disability, or any other status protected by law.

3. Prohibition of Forced and Child Labour

- We categorically prohibit the use of forced, bonded, or involuntary labour.
- We do not employ workers under the legal minimum working age in any jurisdiction in which we operate.
- We ensure that all work is freely chosen and that employees are free to leave employment in accordance with established rules and notice periods.

4. Anti-Slavery and Human Trafficking

- We do not tolerate, condone, or engage in any form of human trafficking or modern slavery.
- We require all suppliers, contractors, and business partners to adhere to these same principles and to demonstrate compliance with applicable labour and human rights standards.

- Contracts with suppliers include clauses that allow us to audit or terminate agreements if violations are identified.

5. Working Conditions

- We provide safe and healthy working environments in line with EU health and safety legislation.
- We ensure fair working hours, wages, and benefits, meeting or exceeding legal requirements.
- We promote dignity, respect, and equal opportunities in the workplace.

6. Monitoring and Enforcement

- We conduct due diligence in our supply chain to identify and mitigate risks of labour exploitation or modern slavery.
- We encourage employees and third parties to report concerns about unethical practices, with assurances of confidentiality and non-retaliation.
- Any breaches of this policy will result in corrective action, up to and including termination of contracts or employment.

7. Continuous Improvement

- We are committed to reviewing and improving our labour and human rights practices in alignment with evolving EU legislation and global best practices.
- We provide periodic training and communication on labour rights and anti-slavery standards to ensure awareness and compliance across our business.