

May 15th, 2021

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

INTRODUCTION

PEDRET LIGHTING SL is committed to ensuring that there is no modern slavery or human trafficking in our business itself or within our supply chain. We will not accept modern slavery, forced labour and human trafficking anywhere within our operations or supply chain.

OUR BUSINESS AND THE SUPPLY CHAIN

We mainly manufacture and sell classic and contemporary lighting products which are manufactured in Barcelona. We sell our products globally. Our facilities, workshops, office and showroom are located in Sant Climent de Llobregat - Barcelona (Spain). We manufacture all our products in collaboration with local suppliers.

STRATEGY AND SUPPLY CHAIN DUE DILIGENCE

PEDRET LIGHTING SL expects our suppliers to adopt the same high standards that we adhere to and have fair employment practices. These standards are reflected in the policies we generally share with our suppliers and ask them to commit to as part of a tender process. They include our Human Rights and Modern Slavery Policy, amongst other things, that our suppliers ensure that employment with them is freely chosen, child labour shall not be used, living wages are paid and working hours are not excessive.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide continual training to our staff. We have in place a Protocol of Action in case of any personal conflict at work and external consultants offer an annual Training Plan to all staff.