

Modern Slavery Policy

Introduction

Insight Building Corp is committed to combating modern slavery in all its forms. We recognise that modern slavery is a serious violation of human rights and a crime under international law. This policy outlines our commitment to preventing slavery and human trafficking within our business operations and supply chains.

Scope

This policy applies to all employees, contractors, suppliers, and business partners of Insight Building Corp. It extends to all aspects of our business activities, including but not limited to procurement, recruitment, and operations.

What is Modern Slavery?

Modern slavery encompasses various forms of exploitation, including but not limited to:

- ✔ **Forced Labour**
Individuals are coerced or deceived into working against their will, often under threat of violence or other forms of coercion. This can occur in industries such as agriculture, construction, manufacturing, and domestic work.
- ✔ **Human Trafficking**
The recruitment, transportation, transfer, harbouring, or receipt of persons through force, fraud, or deception for the purpose of exploitation. Victims of human trafficking may be subjected to forced labour, sexual exploitation, or forced marriage.
- ✔ **Debt Bondage**
Individuals are compelled to work to repay a debt, often under exploitative conditions with little or no opportunity to repay the debt. This form of exploitation is prevalent in industries such as agriculture, textiles, and construction.
- ✔ **Child Labour**
The use of children for labour, often in hazardous conditions and without access to education or proper care. Children are particularly vulnerable to exploitation due to their age and lack of legal protection.
- ✔ **Sexual Exploitation**
Individuals are forced or coerced into engaging in commercial sex acts against their will. This form of exploitation can occur through prostitution, pornography, or trafficking for sexual purposes.

Modern slavery is a violation of basic human rights and dignity, and it is a crime under international law. Insight Building Corp is committed to identifying and combating modern slavery in all its forms within our business operations and supply chains. We strive to create a work environment where all individuals are treated with respect and dignity, free from exploitation and coercion.

Policy Statement

In alignment with our commitment to ethical conduct and social responsibility, Insight Building Corp maintains a steadfast zero-tolerance stance towards modern slavery and human trafficking. Here are the key principles guiding our approach:

- ✔ **Zero Tolerance**
Insight Building Corp has a zero-tolerance approach to modern slavery and human trafficking. We will not tolerate any form of slavery, servitude, forced labour, or human trafficking within our organisation or supply chains.
- ✔ **Compliance with Laws**
We are committed to complying with all applicable laws and regulations related to modern slavery and human trafficking in all jurisdictions where we operate.
- ✔ **Supplier Engagement**
We expect our suppliers and business partners to share our commitment to eradicating modern slavery from their operations and supply chains. We will work collaboratively with them to ensure compliance with this policy.
- ✔ **Risk Assessment**
We will conduct regular risk assessments to identify and mitigate the risk of modern slavery within our business operations and supply chains. This includes assessing the risk associated with specific countries, industries, and suppliers.
- ✔ **Due Diligence**
Insight Building Corp will conduct due diligence on all new suppliers and business partners to assess their commitment to combating modern slavery. We will also review existing relationships to ensure ongoing compliance.
- ✔ **Training and Awareness**
We will provide training and awareness programs to all employees involved in procurement, recruitment, and supply chain management to help them identify and address signs of modern slavery.

Responsibilities

Insight Building Corp will ensure all employees understand and comply with this policy:

- ✔ **Leadership**
Senior management is responsible for implementing and enforcing this policy. They will provide the necessary resources and support to ensure compliance across the organisation.
- ✔ **Managers and Supervisors**
Managers and supervisors are responsible for ensuring their teams understand and comply with this policy. They must report any suspected cases of modern slavery to senior management or the designated compliance officer.



Employees

Every employee has a responsibility to adhere to this policy and report any concerns or suspicions of modern slavery promptly. Employees should familiarise themselves with the signs of modern slavery and take appropriate action if they encounter them.

Reporting Mechanisms

Insight Building Corp has established confidential reporting mechanisms to enable employees, suppliers, and other stakeholders to report any concerns related to modern slavery. Reports can be made anonymously, and whistleblowers will be protected from retaliation.

Review and Improvement

This policy will be reviewed annually to ensure its effectiveness and relevance. Feedback from employees, suppliers, and other stakeholders will be considered in the review process, and necessary updates will be made to strengthen our commitment to combating modern slavery.

Insight Building Corp is committed to upholding the highest standards of ethical conduct and corporate responsibility. This Modern Slavery Policy reflects our dedication to eradicating modern slavery from our operations and supply chains and contributing to the global effort to end this heinous crime.