



Modern Slavery and Forced Labor Prevention Policy

Human dignity and responsible subcontracting

Company	EBI
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Prepared by	EBI
Approved by	Executive Management
Owner	Executive Management and Procurement

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This policy states EBI's commitment against all forms of modern slavery, forced labor, human trafficking, servitude, human exploitation and abusive practices in the subcontracting chain.

1. Purpose

- Prevent modern slavery, forced labor, human trafficking, servitude and exploitation.
- Set expectations for employees, consultants, trainers, suppliers, subcontractors and partners.
- Promote remediation and protection for potential victims.

2. Scope

- All EBI activities, including training, IT services, HSE, mine rescue, fire safety, maintenance and equipment supply.
- Suppliers, subcontractors, recruitment intermediaries and other business partners.

3. Prohibited practices

- Forced, bonded, coerced or involuntary labor.
- Human trafficking, servitude, exploitation or retention of identity documents.
- Recruitment fees charged unlawfully to workers.
- Threats, intimidation, wage withholding or abusive working and living conditions.

4. Supplier and subcontractor controls

- Supplier selection may include checks on labor practices and legal compliance.
- Contracts may include commitments on forced labor, child labor, working conditions and audit rights.
- EBI may suspend or terminate relationships where serious risks are identified and not corrected.

5. Worker protection

- Workers must have freedom to leave employment in accordance with applicable law and contract terms.
- Pay, working hours and conditions must comply with legal requirements.
- Victims or potential victims must be treated with dignity and referred to appropriate support where possible.

6. Monitoring and remediation

- Reports are reviewed confidentially and without retaliation.
- Corrective action plans may be required from suppliers or subcontractors.
- Serious cases may be escalated to authorities or specialist organizations.

7. Awareness

- Relevant personnel are informed of indicators of forced labor and exploitation.
- Procurement and project teams must escalate warning signs promptly.

Approval

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