

Brynk Modern Slavery Statement

Modern Slavery is the world's fastest growing criminal activity. The International Labour Organisation (ILO) estimates there to be upward of 40 million victims of modern slavery worldwide, with 24.9 million victims of forced labour. One in four of those victims are children. As a company and as individuals, Brynk has a legal and moral responsibility to ensure modern slavery is prevented across our global operations to prevent those most vulnerable being subject to harm. This applies to every aspect of our supply chain.

No country is free from modern slavery, with incidences found in every stage of supply chains worldwide. At Brynk, we have a legal and moral responsibility to ensure acts of modern slavery are not present throughout our global supply chains or partnerships, and that neither we nor our partners unknowingly support this practise.

Many victims of modern slavery are often hidden and do not self-identify themselves, making it difficult to recognise and prevent. Employees and partners at Brynk should know how to recognise potential cases of modern slavery. Any and all breaches of this policy will be treated with utmost severity, which may result in criminal or civil prosecution. Any concerns or suspicions should be immediately reported.

Brynk's business model is to partner with tree planting organisations across the globe. Many of these partners operate in developing countries where there are high levels of bribery and corruption risk as well as instances of modern slavery. Brynk takes this very seriously and has a zero-tolerance policy toward any form of modern slavery and servitude.

What do we mean by Modern Slavery?

Modern Slavery is the unlawful exploitation and control of vulnerable individuals for personal or commercial gain. It can affect individuals from all backgrounds, ethnicities, ages, and genders, though is often biased towards those from developing

countries and particularly women. Victims are tricked into dangerous and exploitative situations with little chance of escape, often as a result of poverty, discrimination, and exclusion. Modern Slavery can take many forms, so it is our responsibility as a globally minded business to prevent individuals working for us or our partners from being subject to this activity.

How to Recognise Modern Slavery

Modern Slavery can take many forms, making it a practice that is difficult to identify. The main forms of Modern Slavery, as described on antislavery.org, include:

- Forced Labour where individuals are forced to work against their will, often under the threat of violence or punishment
- Human Trafficking where victims are transported into/out of/within a country for the purpose of financial gain from forced labour
- Debt-Bondage (the most widespread form of Modern Slavery) where individuals trapped in poverty borrow money and are forced to work off their debts, losing control of their employment conditions and their debt
- Child Labour where children are forced to work in unsafe conditions, limiting their access to education and negatively affecting their mental/physical/social development

It is important to recognise some tell-tale signs of modern slavery to avoid unknowingly/unwittingly using the services of victims either directly or via our partner organisations. These can include:

- Individuals with no proof of address (as victims are sometimes forced to live in places against their will) or personal identification
- Individuals that appear isolated or show signs of distress and/or physical injuries that may be a sign of physical or psychological abuse.
- Individuals that appear constantly tired/exhausted and that are often collected/dropped off at unusual times (e.g., early morning or late at night)

- Individuals that may appear nervous or withdrawn, and that often do not engage with colleagues outside of work or discuss their home life.
- Individuals that have few personal belongings, wear the same clothes every day or unsuitable clothing for work.

This is not an exhaustive list, further signs can be found at antislavery.org's website.

Our Obligations

A key aspect of Brynk's business model is to help provide work for those in developing countries by partnering with tree-planting organisations that employ locals to plant, manage and protect the forests. Brynk values fair working conditions and does not tolerate any violation of human rights or the exploitation of workers. All Brynk employees and partner organisations must:

- Not use forced or compulsory labour, including the use of debt-bondage, at any point in their supply chain
- Comply with minimum working age requirements prescribed by law
- Pay fair and equal wages that meet or exceed the legal minimum for that country
- Abide by applicable working-hours laws
- Take steps to ensure any sub-suppliers that provide goods or services also comply with Brynk's requirements
- Bring potential/identified acts of modern slavery to the attention of Brynk for further investigation (see how to report below)

Non-Compliance

With Brynk's business model heavily focused on partnering with organisations in developing countries, where the threat of modern slavery is often high, it is important that any organisation providing service or working on our behalf must demonstrate compliance with this policy.

Transparency between partners is key to preventing modern slavery at every stage of our business.

Failure to provide evidence of compliance will result in the termination of a working contract and immediate referral to the relevant authorities.

How to Report

If you suspect someone may be a victim of Modern Slavery, and you have reasonable grounds to suspect so, then you need to immediately report to Luke Evans, CEO immediately at luke@brynk.eco / 00447920298344. Suspicions / signs are documented and then escalated to the Modern Slavery helpline on 08000 121 700. Even if it is just a hunch, it is imperative to escalate any suspicion as you may be helping someone out of a very serious and dangerous situation by doing so.

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Luke Evans

Founder & CEO