



**Creative Services Limited (CSL)**  
**Anti-Human Trafficking and Modern Slavery Policy**  
(Version-1, Effective from January 01, 2024)

## 1. Introduction

Creative Services Limited (CSL) is committed to combating human trafficking and modern slavery. This policy emphasizes their dedication to preventing these issues within the company and supply chains, promoting ethical business practices. By implementing an Anti-Human Trafficking and Modern Slavery Policy, CSL ensures operations and supply chains are free from exploitation.

## 2. Scope

This policy applies to all employees, contractors, suppliers, clients, and stakeholders of CSL. It covers all aspects of CSL's operations, including recruitment, employment practices, and interactions with external parties.

## 3. Definitions

**Human Trafficking:** The recruitment, transportation, transfer, harboring, or receipt of persons by means of threat, use of force, coercion, abduction, fraud, deception, abuse of power, or vulnerability for the purpose of exploitation.

**Modern Slavery:** Encompasses slavery, servitude, forced and compulsory labor, and human trafficking.

## 4. Principles

CSL is committed to the following principles:

- Human Rights: Respecting and promoting the human rights of all individuals.
- Zero Tolerance: Adopting a zero-tolerance approach to human trafficking and modern slavery.
- Ethical Conduct: Conducting business ethically and responsibly.
- Compliance: Complying with all relevant laws and regulations regarding human trafficking and modern slavery.

## 5. Policy Statements

### 5.1 Recruitment and Employment Practices

- Ensure all recruitment and employment practices are fair, transparent, and compliant with applicable laws.
- Prohibit the use of forced, bonded, or involuntary labor.
- Verify the identity and legal status of all employees to prevent the use of fraudulent documentation.

### 5.2 Supplier and Partner Expectations

- Require all suppliers, contractors, and business partners to adhere to this policy.

- Conduct due diligence on suppliers and partners to ensure compliance with anti-human trafficking and modern slavery standards.
- Include anti-human trafficking and modern slavery clauses in contracts with suppliers and partners.

### **5.3 Training and Awareness**

- Provide training to employees on identifying and preventing human trafficking and modern slavery.
- Raise awareness among employees, suppliers, and partners about the risks and signs of human trafficking and modern slavery.

## **6. Reporting and Response**

### **6.1 Reporting Mechanisms**

Encourage employees and stakeholders to report any concerns or suspicions of human trafficking or modern slavery. Reports can be made through the following channels:

- Email: [cslbd71@gmail.com](mailto:cslbd71@gmail.com)
- Phone: +8801718966013
- In Person: Report directly to the Compliance Officer or any senior management member.

### **6.2 Investigation and Action**

- Investigate all reports of human trafficking and modern slavery promptly and thoroughly.
- Take appropriate action against individuals or entities found to be involved in such activities, which may include termination of contracts, legal action, and reporting to authorities.

## **7. Responsibilities**

### **7.1 Management**

- Ensure the implementation and enforcement of this policy.
- Promote a culture of respect for human rights and ethical conduct.
- Provide resources and support for anti-human trafficking and modern slavery initiatives.

### **7.2 Compliance Officer**

- Oversee compliance with this policy.
- Conduct regular audits and assessments to ensure adherence to anti-human trafficking and modern slavery standards.
- Provide training and support to employees and stakeholders.

### **7.3 Employees**

- Adhere to this policy and report any concerns or suspicions of human trafficking and modern slavery.
- Participate in training and awareness programs.

## **8. Monitoring and Review**

### **8.1 Monitoring**

- Regularly monitor compliance with this policy through audits, assessments, and feedback from employees and stakeholders.
- Track and analyze data on incidents of human trafficking and modern slavery to identify trends and areas for improvement.

### **8.2 Review**

- Review this policy annually and update it as necessary to reflect changes in laws, regulations, or company practices.
- Seek feedback from employees, suppliers, and stakeholders to improve the effectiveness of the policy.

## **9. Commitment to Continuous Improvement**

CSL is committed to continuously improving our efforts to combat human trafficking and modern slavery by:

- Engaging with stakeholders to better understand the risks and challenges.
- Enhancing our policies and procedures based on best practices and emerging trends.
- Promoting collaboration and partnerships to strengthen our impact.