

March 2024

Company Scope:

This statement sets out Gouw Quality Onions Ltd actions to understand all potential modern slavery risks related to its business and to put in place that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities of Gouw Quality Onions for the 2023/2024 financial year.

The organization is committed to preventing slavery and human trafficking in its corporation, including the activities surrounding their business and to ensure the supply chains used throughout the company are diligent in providing an environment that is free from slavery and human trafficking. With the code of conduct and worker safety programs embraced at GQO we ensure worker safety and freedom from slavery and human trafficking is at utmost importance.

Supply Chain:

We insist on ethical standards from all our suppliers. We strive to use locally owned and operated stores; where we can ensure that GQO is doing their part to remove modern day slavery and human trafficking from the global economy by encouraging small companies to embrace anti-slavery policies. We insist that all suppliers must adhere to all laws and regulations including the use of only voluntary employment to run operations.

Employment:

Our code of conduct is mandatory and extends to every individual working for or on our behalf. This code of conduct illustrates what we expect out of our employees along with our promise for a safe and healthy work environment.

We are committed to being an excellent place to work and supporting the welfare, development, and engagement of our employees to ensure a healthy working environment. Employees can report any concerns to their designated contact person or any confidential management they feel comfortable with.

Risk Assessment:

Due to the small nature of our corporation there is limited opportunities for GQO to interact directly with corporations that use Slave labour, but to eliminate risks there is a key focus on building great relationships with other small, locally operated businesses that can fulfill our needs without the means of slave labour.

Next steps:

We will continue to address the risks of modern slavery and human trafficking across our business and the supply chain in which we are involved with. We actively seek new ways to manage any new risk that is discovered and recognized that the ever-evolving landscape of the supply chain market. We will continue to develop our approach to eliminate modern day slavery in the world. This statement constitutes our slavery and human trafficking statement for the financial year ending October 31 2024.