

Anti-Slavery Policy

Department: Human Resources

Date of issue: 02/05/2025

Version: 1.1

Document Author: Jordan Fontaine

Last Updated: 02/05/2025



1. Introduction

Powerscreen of California, Nevada, & Hawaii ("the Company") is committed to conducting business ethically and with integrity. We have a zero-tolerance approach to **modern slavery, human trafficking, forced labor, and child labor** in any form. This policy outlines our commitment to preventing modern slavery within our operations and supply chain and ensures compliance with all applicable laws and regulations.

2. Scope

This policy applies to:

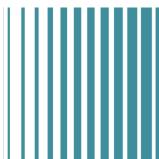
- All employees, contractors, and consultants working for or on behalf of the Company
- All suppliers, vendors, and business partners
- All subsidiaries and affiliated entities

3. Legal Compliance

The Company adheres to the following anti-slavery laws and regulations:

United States

- U.S. Trafficking Victims Protection Act (TVPA) Prohibits all forms of human trafficking and forced labor.
- California Transparency in Supply Chains Act (SB 657) Requires businesses to disclose efforts to combat human trafficking in their supply chains.
- Fair Labor Standards Act (FLSA) Prohibits oppressive child labor and establishes fair labor practices.



1205 Business Park Drive, Dixon, CA 95620
TEL: (707) 253-1874 TOLL FREE: (888) 797-7276
NAPA

190 Camino Oruga Ste 1-4, Napa, CA 94558 TOLL-FREE: (888) 797-7276

www.powerscreenofcalifornia.com

CENTRAL CALIFORNIA

27506 Taft Highway, Taft, CA 93268 TOLL-FREE: (888) 797-7276

NEVADA

75 Old Como Road, Dayton, NV 89403

TOLL-FREE: (888) 797-7276

info@powescreenofcalifornia.com

SOUTHERN CALIFORNIA

27010 Watson Road, Romoland, CA 92585 TEL: (951) 928-1297 TOLL FREE: (888) 797-7276

DEC (331) 320-1237 TOLLTINEL (00

IKIZUNA

4515 N El Mirage, Avondale, AZ 85392 TEL: (707) 253-1874 TOLL FREE: (888) 797-7276



4. Our Commitment

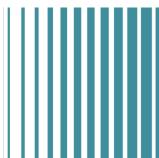
The Company is committed to:

- Zero tolerance for forced labor We will not engage in or support forced, bonded, or involuntary labor.
- **Supply chain due diligence** We conduct risk assessments and audits of suppliers to identify and address modern slavery risks.
- **Employee training and awareness** We educate employees and management on identifying and preventing modern slavery.
- Ethical recruitment practices We ensure that all workers are employed voluntarily, with fair wages and working conditions.
- Whistleblower protection Employees and stakeholders can report concerns confidentially without fear of retaliation.

5. Supplier Code of Conduct

All suppliers must adhere to our **Supplier Code of Conduct**, which includes:

- No use of forced or child labor
- Compliance with wage and working hour laws
- Respect for human rights and fair working conditions
- Cooperation in audits and assessments



TEL: (707) 253-1874 TOLL FREE: (888) 797-7276 NAPA

.....

190 Camino Oruga Ste 1-4, Napa, CA 94558

TOLL-FREE: (888) 797-7276 www.powerscreenofcalifornia.com CENTRAL CALIFORNIA 27506 Taft Highway, Taft, CA 93268 TOLL-FREE: (888) 797-7276 NEVADA

75 Old Como Road, Dayton, NV 89403 TOLL-FREE: (888) 797-7276

info@powescreenofcalifornia.com

SOUTHERN CALIFORNIA

27010 Watson Road, Romoland, CA 92585 TEL: (951) 928-1297 TOLL FREE: (888) 797-7276

ARIZONA

4515 N El Mirage, Avondale, AZ 85392 TEL: (707) 253-1874 TOLL FREE: (888) 797-7276



6. Risk Assessment & Due Diligence

To mitigate modern slavery risks, we:

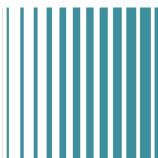
- Evaluate potential suppliers and partners before engagement
- Conduct periodic audits and supplier assessments
- Require contractual commitments to anti-slavery policies
- Investigate and act against any identified violations

7. Reporting and Compliance

Employees, suppliers, and the public can report concerns via:

· Direct reporting to management or HR

All reports will be investigated, and appropriate action will be taken, including terminating business relationships if necessary.



TOLL-FREE: (888) 797-7276 www.powerscreenofcalifornia.com **CENTRAL CALIFORNIA** 27506 Taft Highway, Taft, CA 93268 TOLL-FREE: (888) 797-7276 **NEVADA**

75 Old Como Road, Dayton, NV 89403 TOLL-FREE: (888) 797-7276

info@powescreenofcalifornia.com

SOUTHERN CALIFORNIA

27010 Watson Road, Romoland, CA 92585 TEL: (951) 928-1297 TOLL FREE: (888) 797-7276

4515 N El Mirage, Avondale, AZ 85392

TEL: (707) 253-1874 TOLL FREE: (888) 797-7276