

Modern Slavery Statement

Introduction

Modern Slavery is defined as *'as an umbrella term covering practices such as forced labour, debt bondage, forced marriage, and human trafficking. Essentially, it refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.'*¹

Unfortunately, Modern Slavery is one of the most pressing issues of our times. According to the International Labour Organisation, *'Modern slavery is a scourge that affects every region of the world.'*² It is further added that *'The latest Global Estimates indicate that 50 million people were living in modern slavery in 2021. Of these people, 28 million were in forced labour and 22 million were trapped in forced marriage. Unfortunately, the number of people in modern slavery has risen significantly in the last five years. In 2021, 10 million more people were in modern slavery compared to 2016 global estimates.'*³

Preamble

This statement is designed to outline the approach and commitment of Grok Global Services and its subsidiaries to modern slavery, human trafficking, forced labour and labour rights violations in its supply and operational chains.

We continue to take our responsibility, to prevent modern slavery and trafficking within our supply chain and operations, very seriously. This statement also reaffirms our commitment to combatting Modern Slavery in our operations and supply chains across the globe.

Our Business, Organisational Structure and Supply Chain

Grok Global Services is a Delaware Limited Liability Company with offices at 535 Dean Street, Suite 916, Brooklyn, New York 11217, USA

We work in countries across the globe with subsidiaries in China, India, Malaysia and Vietnam; providing localized marketing and promotional activities, research and advisory and other consultative services to our clients.

Grok Global Services has a diverse supply chain, with procurement carried out both centrally and within local markets across the globe and is guided by its corporate policies.

Current Policy

As an organization, we are committed to the ten Principles of the UN Global Compact. Our organization is compliant with all local employment laws and regulations while striving to be an employer of choice everywhere we operate. We are committed to maintaining a fair and equitable hiring process at our company, ensuring that all candidates are given equal opportunities and consideration based on their qualifications, skills, and experience, free from any form of discrimination. Our recruitment practices are designed to foster diversity and inclusion, promoting a workplace that values and respects the unique perspectives and backgrounds of all individuals.

We take our responsibility as an international organisation very seriously and are committed to acting ethically and with integrity both internally and in all of our business relationships. Our corporate code

¹ <https://www.un.org/en/observances/slavery-abolition-day>

² https://www.ilo.org/global/topics/forced-labour/publications/WCMS_854733/lang--en/index.htm

³ Ibid.

of conduct and open door policies promote all employees are treated equally regardless of location or ethnicity, and have avenues for raising concerns or grievances. We continue to review and evaluate policies and practices to ensure our organization operates ethically and responsibly.

Due Diligence and Risk Assessment

We acknowledge that from publicly available data, it is evident that modern slavery and human trafficking exist in the areas where we operate. We operate strictly within the confines of law in all jurisdictions that we function in.

We will continue to monitor the landscape of ethical and corporate social responsibility, and review our policies periodically. Our endeavour is to identify particular areas of concern and prioritize our resources to develop frameworks to identify risks and their impact.

Procurement Process

We maintain an ethical procurement process and are dedicated to conducting business with the highest standards of integrity and responsibility. Our procurement practices prioritize transparency, fairness, and accountability, with expectations for due diligence and standards we expect our suppliers to adhere. We are committed to continuous improvement in our supply chain management to uphold human rights and contribute to a more sustainable and just global business environment.

Training and Awareness

We recognize the importance of training on compliance as well as increasing awareness of Modern Slavery risks, and a streamlined reporting mechanism for our employees. We aim to develop training modules on Modern Slavery risk awareness and identifying Modern Slavery in different contexts and areas of operations.

During FY23 we will establish a single point of contact for employees to ask questions or raise concerns related to modern slavery (modernslavery@grokglobal.com)

Annual Statement

The organization has not received reports of, or identified, violations of human rights or cases of Modern Slavery within the organization and its supply chain.

Approval

This statement has been approved on behalf of Grok Global Services.

A handwritten signature in black ink that reads "Alex Green". The signature is written in a cursive, flowing style.

Alex Green
CEO
Grok Global Services