



Modern Slavery Questionnaire

As part of compliance with new regulations which require companies to seek to detect and eliminate any type of slavery, servitude, forced and compulsory labor or human trafficking within their businesses and supply chains, please complete the attached Supplier Self-Assessment Questionnaire and return as indicated.

AFL's Modern Slavery Policy Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agents, contractors, external consultants, third-party representatives and business partners.

AFL's current [Slavery and Human Trafficking Statement](#) may be viewed with this link and is posted annually at www.AFLGlobal.com.

Please return completed form to:

A large, empty rectangular box with a thin black border, intended for the recipient's return address.



Supplier Self-Assessment Questionnaire - Modern Slavery and Human Trafficking

Company Name:	
Address/location: City, State, Zip	
Your Name:	
Your Title:	
Phone Number:	
Email Address:	

Please check the relevant box for each question.

1. YOUR POLICY

Do you currently apply a program to assure that human trafficking and slavery do not exist in your operations and supply chain?

- Yes
- No
- We are working on this right now
- Not sure

If yes, please describe your program:

2. YOUR STANDARDS

Do you have company standards on human trafficking and slavery for your employees and contractors?

- Yes
- No
- We are working on this right now
- Not sure

Please give information on your standards and relevant sections:

- Do you have internal accountability standards and procedures in place to hold your employees and contractors accountable for non-compliance with your standards on slavery and human trafficking?
 - Yes
 - No
 - We are working on this right now
 - Not sure

If yes, please give details:

- Have you established any consequences for non-compliance of employees and contractors with the standards?

- Yes
- No
- We are working on this right now
- Not sure

If yes, please give details:

- **In the event that non-compliance by your employees/ contractors is found, do you have a program to correct such non-compliances?**
 - Yes
 - No
 - We are working on this right now
 - Not sure

If yes, please give details:

3. RISK IDENTIFICATION

Do you currently work internally or with a third party identify the overall risks of slavery and human trafficking in your supply chain? This may include mapping your actual supply chain and looking into which countries you source from and what products or services you buy and the risks related with sourcing from those countries or sourcing a specific product.

- Yes
- No
- We are working on this right now
- Not sure

If yes, please give details:

4. AUDITS

Do you currently conduct independent, planned audits or audits without warning of your operations and suppliers with regards to Modern Slavery?

- Yes
- No
- We are working on this right now
- Not sure

Please explain - including description of audit frequency and selection process e.g., are audits random? Risk based? If risk based, how is high risk identified?

- **Does your auditing program include auditing personnel recruitment sources, (including overseas labor brokers or overseas employment agencies providing imported labor)?**
 - Yes
 - No
 - We are working on this right now
 - Not sure

- **Are your audits based on company standards for suppliers that include clauses on slavery and human trafficking?**

- Yes
- No
- We are working on this right now
- Not sure

If yes, please give details:

- **Have you communicated consequences for supplier non-compliance with these standards?**

- Yes
- No
- We are working on this right now
- Not sure

Please explain:

- **In the event that non-compliance by your suppliers is discovered, do you have a program to remediate such infractions?**

- Yes
- No
- We are working on this right now
- Not sure

If yes, please give details:

5. YOUR SUPPLIERS

Do you require your direct suppliers to certify that all materials incorporated into your final product were sourced, processed and manufactured in compliance with the human trafficking and slavery laws of the country or countries in which they operate?

- Yes
- No
- We are working on this right now
- Not sure

If yes, please give details:

- **Are any of your suppliers, either direct or indirect, located in the Xinxiang region of People's Republic of China?**

- Yes
- No
- Not able to answer

- Are any of your suppliers, either direct or indirect, named on the US UFLPA Entity List (<https://www.dhs.gov/uflpa-entity-list>)

- Yes
- No
- Not able to answer

6. TRAINING

Has your management team, particularly those in charge of supply chain management, been trained to understand what slavery and human trafficking are and how to reduce the risks in their respective supply chains?

- Yes
- No
- We are working on this right now
- Not Sure

If yes, please give details:

7. GENERAL

If you have responded to any of the above questions that you are “working on this right now” please give brief details of the plans and timeline for completion.

Thank you for taking the time to complete this questionnaire

For AFL Internal Use	
Questionnaire Reviewed By:	
Comments/Follow-up:	