



5		How many workers and agents does your organization employ?	1-100				
6		What is the age of your youngest worker or agent?	older than 18				
7		Does your organization employ or hire low-skilled foreign or domestic migrant workers (directly or through recruiters)?	No				
8		Does your organization use recruiters who hire subcontractors to recruit workers?	N/A - We do not use recruiters				
9		Do any of the goods, wares, articles, or merchandise that your organization produces, manufactures or mines originate, wholly or in part, in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the "poverty alleviation" program or the "pairing-assistance" program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region?	No				
10		Do any of your suppliers produce, manufacture or mine goods, wares, articles, or merchandise that originate, wholly or in part, in the Xinjiang Uyghur Autonomous Region of China, or by persons working with the Xinjiang Uyghur Autonomous Region government for purposes of the "poverty alleviation" program or the "pairing-assistance" program which subsidizes the establishment of manufacturing facilities in the Xinjiang Uyghur Autonomous Region?	No				
<b>Questions 11-13: Policy</b>							
11		Does your organization issue a policy/policies explicitly prohibiting workers and agents from the following:					
	a	engaging in all forms of forced labor and human trafficking (also referred to as modern slavery)?	No				
	b	engaging in the worst forms of child labor? The worst forms of child labor includes hazardous child labor, which is work performed by a person under the age of 18 that jeopardizes their physical, mental or moral well-being. It includes work that takes place under particularly difficult conditions such as work for long hours or during the night.	No				
	c	engaging in child labor? Child labor constitutes work performed by a person under the age for completing compulsory schooling, and in general not less than 15 years.	No				
	d	withholding worker identity or immigration documents?	No				
	e	using recruiters that do not comply with local labor laws of the country in which the recruiting takes place?	N/A - We do not use recruiters				
	f	discrimination before hiring, on the job or upon leaving based on race and/or colour, sex, religion, political opinion, national extraction, age, HIV/AIDS status, disability, nationality, sexual orientation, workers with family responsibilities, and trade union membership or activities?	No				
	g	charging workers or potential workers recruitment fees, according to the definition provided in the Glossary? Please note: You must read the definition of recruitment fees to accurately answer this question.	No				
	h	procuring commercial sex acts during the length of the contract?	No				
12		Does your organization issue a policy/policies explicitly ensuring the following:					
	a	the provision or payment of return transportation for all foreign migrant workers at the end of their period of work if they were brought to the country for the purpose of working for your organization (directly or through recruiters) unless they fall under the exceptions outlined in the Glossary under 'Return Transportation'?	N/A - We do not hire foreign migrant workers				
	b	housing provided or arranged for your workers meets host-country housing and safety standards?	N/A - We do not provide or arrange housing				
	c	workers, including migrant workers, can cancel their work contracts at any time with no financial penalty, subject to giving reasonable notice in accordance with local law or a collective agreement?	No				
	d	wages meet applicable host country legal requirements or, if there is no legal minimum wage, wages are aligned with the prevailing sector wage?	No				
	e	workers have the right to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly in conformance with local law?	No				
	f	workers, including those hired by recruiters, are given detailed and accurate work agreements or similar work papers (prior to relocation if relocation is required) in a language understood by the worker?	No				
	g	document checks (including proof of age documents) of all workers before they begin working to confirm they are allowed to work according to legal standards and applicable organization policies?	No				

13		Does your organization issue a policy/policies regulating the use of foreign or domestic migrant workers.	N/A - We do not hire foreign or domestic migrant workers				
<b>Questions 14-16: Supply Chain Management</b>							
14		Does your organization issue a policy/policies to its suppliers covering the provisions you selected in Questions 11, 12 and 13?	No				
15		If you answered 'Yes' to Question 14, does your organization have contractual terms and conditions that require its suppliers to affirmatively agree to its policy/policies (or equivalent)?					
16		If you answered 'Yes' to Question 14 and/or 15, does your organization's policy/policies (or the equivalent) and/or contractual terms and conditions include a flow-down clause?					
<b>Questions 17-22: Risk Identification and Management</b>							
17		Does your organization perform formal screening and evaluation of prospective recruiters to determine if they (i) operate in compliance with the law and applicable organization policies, and (ii) observe the "employers pay" principle of not charging any recruitment fees to workers, as defined in the Glossary?	N/A - We do not use recruiters				
18		Does your organization identify and assess risks on the topic(s) covered by this Declaration on an ongoing basis and taking into account risks arising from particular operating contexts in:					
	a	Your operations?	No				
	b	Your supply chain for the good(s) covered by this Declaration?					
	c	Your labor supply chain?	N/A - We do not use recruiters				
19		If you answered 'Yes' to Question 18, does your organization respond to the identified risk on an ongoing basis, using this to drive continual improvement?					
20		If you answered 'Yes' to Question 18, does your organization use an independent third party to conduct these due diligence activities?					
21		What percentage of relevant suppliers have provided a response to your due diligence survey, such as the Slavery and Trafficking Risk Template (S-TRT)?	50% or less				
22		Does your organization conduct a formal vulnerability assessment of its workers to slavery and human trafficking?	No				
<b>Question 23: Training</b>							
23		Do your workers who have direct responsibility for supply chain management and recruitment receive training on how to mitigate risk on the topic(s) covered by this Declaration?	No				
<b>Questions 24-26: Reporting &amp; Internal Accountability</b>							
24		Does your organization have a process for workers and agents to report, without fear of retaliation, matters related to the topic(s) covered by this Declaration?	No				
25		Does your organization maintain internal accountability standards and procedures to respond to a failure by workers and agents to meet organization policies on the topic(s) covered by this Declaration?	No				
26		Does your organization have processes in place to provide for or participate in remedy when there is an adverse impact related to the topic(s) covered by this Declaration?	No				
<b>Question 27: Certification</b>							
27		Does your organization prioritize the use of ethical recruitment agencies certified by credible assurance schemes?	N/A - We do not use recruiters				
<b>Question 28: Public Disclosure</b>							
28		Does your organization publicly disclose information on the topic(s) covered by this Declaration? Note: Public disclosures may be compiled to comply with legal or regulatory obligations.	No				
<b>Certification</b>							
Do you certify that all the answers provided in this document are true and accurate to the best of your knowledge and understanding?							Yes
*2022							