

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Policy

TurbineWorks, LLC is fully dedicated to ensuring that neither our employees, contractors, nor suppliers engage in any form of forced labor, slavery, or human trafficking. This policy outlines our commitment to maintaining ethical business practices and the proactive steps we take to eradicate any risk of modern slavery in our operations and supply chains.

Compliance and Supplier Monitoring

As part of our Quality Management System, TurbineWorks, LLC mandates that all suppliers comply with applicable anti-slavery laws, statutes, and regulations, including but not limited to the Modern Slavery Act 2015 in the United Kingdom and the Trafficking Victims Protection Reauthorization Act (TVPRA) of 2000 in the United States. Compliance with state-level regulations, such as the California Transparency in Supply Chains Act of 2010, is also required. This requirement is a condition for becoming and remaining an approved supplier. Suppliers are regularly monitored through audits and assessments. Those found to be non-compliant with our Anti-Slavery and Human Trafficking Policy will be required to take immediate corrective action. Suppliers who fail to remedy any breach of this policy will be removed from our approved supplier list with immediate effect. In compliance with Florida law (Fla. Stat. §787.06), TurbineWorks, LLC is committed to maintaining a business environment free from human trafficking, forced labor, and exploitation. Florida's statutes impose strict penalties on businesses found to engage in or facilitate human trafficking. As part of our ongoing commitment, we ensure that all employees, contractors, and suppliers are aware of these legal obligations and their responsibilities to report any suspected cases of human trafficking to appropriate authorities.

Reporting and Accountability

We encourage employees, contractors, and suppliers to report any concerns regarding violations of this policy. Reports can be made confidentially to our Quality Department at quality@turbineworks.com or by calling +1 (864) 999-3369. TurbineWorks, LLC maintains a zero-tolerance approach to modern slavery and human trafficking. We investigate all reported concerns promptly and take appropriate action.

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Areas of Risk

We recognize that certain supply chain categories may carry a higher risk of forced labor or human trafficking. To address these risks, we assess all suppliers based on the nature of their services and the geographical regions in which they operate.

Supply Category	Business Impact	Risk Factor	Action Taken
Office Cleaning	Minimal	Low	Regular Audits
Promotional Materials	Minimal	Low	Supplier Review
Packaging Supplies	Minimal	Low	Supplier Screening

Employee Training and Awareness

We provide regular training to all employees on the importance of combating modern slavery and human trafficking by recognizing signs of human trafficking and understanding the importance of reporting such activities to the relevant authorities.. New hires are required to undergo training on our Anti-Slavery and Human Trafficking Policy as part of their onboarding process. Employees are reminded of our zero-tolerance stance through regular internal communications and updates to company policies. To further ensure compliance with Florida law, TurbineWorks, LLC will actively participate in state-led public awareness campaigns and reporting initiatives, as mandated by the state government.

Continuous Improvement

TurbineWorks, LLC is committed to continuously improving our policies and practices to combat slavery and human trafficking. We work closely with industry partners and regulatory bodies to stay informed of best practices and emerging risks. We maintain committed to operating a zero-tolerance approach to modern slavery and human trafficking.

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Our Commitment

This Anti-Slavery and Human Trafficking Policy is approved by TurbineWorks, LLC senior management and reviewed annually to ensure alignment with Florida's evolving legal landscape.

Sincerely,



Samuel Barbour
President – TurbineWorks, LLC