

## Fair Trade & Human Rights Policy

We embody, promote and monitor all in-house, partner & supplier relationships with regard to fair trade practices and abolishing modern slavery. We research indicators and risks including the presence of workers who are part of vulnerable populations, restriction of worker movement, suppliers' retention of identity documents, debt bondage indicators such as charging recruitment fees, and mandatory overtime. We connect producers and consumers, promote fairer trading conditions and empower producers to combat poverty, strengthen their position and take control over their lives. Producers everywhere have the right to secure planet-friendly livelihoods, enjoy being able to fulfill their potential and decide their own futures.

Research data informs our efforts to respond. We are developing regional and country-level strategies tailored to specific social, cultural, economic, and regulatory contexts and have ongoing due diligence with locals in place to address any challenges.

Modern slavery is one of the most complex and important human rights challenges of our time. According to the International Labour Organization (ILO), the term modern slavery covers a set of legal concepts, including forced labor, debt bondage, and human trafficking. It is an umbrella term to refer to situations of exploitation that an individual cannot refuse or leave because of threats, violence, coercion, deception, or abuse of power.

According to a 2017 ILO report, at any given time there are more than 40 million people in situations of modern slavery worldwide, nearly 25 million of whom are trapped in forced labor, a condition that violates the human right to freely chosen employment.

It takes commitment, resources and innovative solutions from governments, international organizations, the private sector, and civil society to abolish modern slavery. At Matter of Trust, we understand the responsibility of the nonprofits, small businesses, and individuals in these efforts, and we are committed to expanding our reach while understanding and addressing any modern slavery risks that may arise in the course of our work.