

Ethical Stance Policy



At the Product Pod Machine, we hold ourselves to the highest ethical standards. We are committed to conducting our business with integrity and transparency. This policy outlines our stance against bribery, modern slavery, and money laundering. We recognize that these practices are not only illegal but also detrimental to society, the environment, and our business.

Awareness & Considerations - Areas of Examination:

Anti-Bribery: We are committed to preventing bribery in all our business activities. This includes our interactions with customers, suppliers, employees, and all other stakeholders.

Anti-Modern Slavery: We take a firm stance against modern slavery and human trafficking, both within our organization and throughout our supply chain.

Anti-Money Laundering: We have zero tolerance for money laundering and commit to following the relevant laws and regulations to prevent it.

Our Commitment:

- **Anti-Bribery:** We will not engage in, or tolerate, any form of bribery, including offering, giving, receiving, or requesting bribes. We will also ensure that our employees and business partners understand and follow these principles.
- **Anti-Modern Slavery:** We are committed to transparency in our supply chain. We will not knowingly engage with suppliers that use forced labor, child labor, or any form of modern slavery. We will regularly assess and address potential risks in our supply chain.
- **Anti-Money Laundering:** We will follow all relevant anti-money laundering laws and regulations in the jurisdictions in which we operate. We will conduct thorough due diligence on our business partners to prevent money laundering.

Responsibilities:

- **Leadership and Management:** Senior leadership and management are responsible for setting an example of ethical behavior and promoting the principles outlined in this policy.
- **Employees:** All employees are expected to report any suspicions or concerns related to bribery, modern slavery, or money laundering.
- **HR and Legal Departments:** These departments are responsible for developing, implementing, and enforcing this policy.

Reports, Reviews and Adaptations:

We will regularly report on our efforts to combat bribery, modern slavery, and money laundering. This includes sharing progress with our stakeholders. We will conduct an annual review of this policy to ensure its continued alignment with our values and objectives.

As laws and regulations evolve, we will adapt our policy and practices to remain in compliance and continue to prevent these unethical practices.

At the Product Pod Machine, we take pride in our commitment to ethics and integrity. We believe that operating in a responsible and ethical manner is not only a legal obligation but also a moral one. We are dedicated to preventing bribery, modern slavery, and money laundering in all our business activities.
