



Wetherill Associates Inc. Labor code of conduct

Wetherill Associates Inc. is dedicated to upholding the highest standards of ethics and responsibility in all aspects of our operations. This Code of Conduct outlines our unwavering commitment to ensuring that forced labor is not used in any part of our supply chain. This commitment is in alignment with our application to the U.S. Customs and Border Protection's Trade Compliance Program.

Our Stance Against Forced Labor

Zero Tolerance Policy: We maintain a strict zero-tolerance policy towards the use of forced, bonded, indentured, child labor, or involuntary prison labor in any part of our supply chain. This policy extends to all our suppliers, subcontractors, and business partners.

Due Diligence and Transparency: We conduct thorough due diligence on all our suppliers and partners to ensure compliance with our anti-forced labor policies. This includes regular audits, assessments, and verification processes.

Training and Awareness: We provide regular training to our employees and management on identifying and preventing forced labor practices. This ensures a high level of awareness and vigilance across our organization.

Supplier Code of Conduct: All our suppliers are required to adhere to a Supplier Code of Conduct [consider linking Supplier Code of Conduct here], which explicitly prohibits the use of forced labor. Non-compliance results in immediate termination of the business relationship.

Legal Compliance: We comply with all local and international laws pertaining to labor and employment practices. We are committed to cooperating with authorities to ensure that our supply chain remains free of forced labor.

Reporting and Whistleblower Protection: We encourage the reporting of any suspected instances of forced labor. We provide channels for anonymous reporting and ensure that whistleblowers are protected from retaliation.





Wetherill Associates Inc. Labor code of conduct (cont)

Continuous Improvement: We are committed to continuously improving our practices and policies to combat forced labor. We engage with stakeholders, including NGOs and industry groups, to stay informed and adapt our strategies accordingly.

Public Availability

This Code of Conduct is publicly available on our website [<https://www.waiglobal.com/>] and has been uploaded to the CTPAT online portal, reflecting our transparency and commitment to ethical business practices.

Conclusion

At Wetherill Associates Inc, we recognize the importance of maintaining a responsible and ethical supply chain. We are committed to doing our part in the global fight against forced labor and upholding the dignity and rights of workers worldwide.

For inquiries or reports related to this Code of Conduct, please contact the following:

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