



ANTI-SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

OVERVIEW

HPG is committed to providing a work environment that is free from human trafficking and slavery by promoting ethical employment practices and will not knowingly work with companies that employ or utilize forced labor. We closely monitor all government, industry, labor advocates, non-governmental organizations' update on known companies in violation and promise to protect the right of workers and the integrity of global supply chains.

OUR COMMITMENT TO ANTI-SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

SUPPLIER ADHERENCE

We operate a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our value, we have in place a robust supplier compliance program. This consists of a supplier's written agreement to adhere to the Code of Conduct, completion of social audit by an accredited 3rd party auditor and completion of supply chain mapping upon request.

Suppliers who are found to be engaging in Slavery and/or Human Trafficking, or which refuse to cooperate with our supply chain compliance program, will be liable to have any purchase order, arrangement, or other contracts with HPG terminated immediately without compensation and the violation being reported to the appropriated body for review.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, HPG will provide all employees with access to our Anti-Slavery and Human Trafficking Policy Statement, which is located on the HPG website, and will provide additional training and support on the subject if requested.

Chris Anderson

CEO

