



Panorama Construction & Development Co. Ltd

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[**MODERN SLAVERY POLICY**]

PANORAMA has a zero-tolerance approach to all forms of deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This policy sets forth our commitment in our practices as follows:

- Conduct our business and all our relationship based on Integrity and Compassion;
- Implement and enforce effective systems and transparent controls to ensure that this is not taking place in our business or in any of our supply chains and to reduce exposure to those risks;
- Adopt anti-slavery wording in contracts;
- Train all relevant individuals throughout the Company to recognize modern slavery practices and take steps to avoid the same;
- Directly source our labors from their country of origin or source through legitimate and certified labor agencies;
- Ensure Employees are legally documented as required by the authorities;
- Never engage or support use of child labor;
- Report ascertained breach of this policy as soon as possible or suspected possible breach of this policy;

Anyone working on the Company's behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third party representatives and suppliers must acknowledge an understanding and acceptance of this Policy in writing.

Employees found to have participated in an activity that violates this Policy are subject to disciplinary action, including dismissal.