



MODERN SLAVERY POLICY

1. RESOLUTION OF THE BOARD OF DIRECTORS

Board Resolution: The Board of Directors approves including the following statement in the Employee Personnel Policy and directs the Chief Executive Officer to ensure that all employees recognize and apply it.

2.- POLICY STATEMENT

The Latin American Network of Experts and Analysts (REAL) is committed to contributing to the fight against all forms of modern slavery by taking the actions within its reach to prevent, detect and avoid it. This policy applies to all people who work or are linked to REAL.

The main goals of this policy are to ensure that the organization avoids and denounces any conduct that contributes to modern slavery, in addition to promoting and protecting the rights of all, particularly the most vulnerable people in society.

REAL seeks to strengthen and implement policies, projects, procedures, and strategies applicable to identify and report any activity related to modern slavery, both outside and inside the organization.

This policy is cross-cutting to all other policies, procedures, and documents in place at REAL, such as the Code of Conduct, Diversity and Equity Policy, Policies on Sexual Exploitation, Abuse and Harassment, Bullying and Harassment, Radicalization, Extremism, and Whistleblowing, among others.

My signature below indicates that I receive and understand this Policy. I also verify that I can ask questions about the Policy.

Signature of Employee and Date

Signature of Witness and Date

Employee's Name - Printed

Witness Name – Printed