MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. Introduction

Removals Inc. DBA 1 RELO ("1 RELO") is committed to conducting business ethically, responsibly and with integrity in all aspects of its operations. The Company recognizes that modern slavery, forced labor, human trafficking and exploitation are serious violations of fundamental human rights and are incompatible with the values and principles of the organization.

This Modern Slavery and Human Trafficking Statement outlines the Company's commitment to preventing modern slavery and human trafficking within its operations, supply chain and business relationships.

Removals Inc. DBA 1 RELO maintains a zero-tolerance approach to all forms of modern slavery and is committed to acting ethically and transparently in all business dealings.

2. Scope

This Statement applies to:

- All employees.
- Temporary personnel.
- Contractors.
- Suppliers.
- Subcontractors.
- Transportation partners.
- Warehouse providers.
- Business partners.
- Agents acting on behalf of the Company.

The requirements of this Statement apply to all activities performed under the Company's care, custody or control.

3. Definition of Modern Slavery

For the purposes of this Statement, modern slavery includes, but is not limited to:

- Human trafficking.
- Forced or compulsory labor.
- Debt bondage.
- Child labor.
- Servitude.
- Slavery.
- Exploitation of vulnerable individuals.

The Company recognizes that modern slavery may occur in any country, industry or supply chain and remains committed to identifying and mitigating associated risks.

4. Company Commitment

Removals Inc. DBA 1 RELO is committed to:

- Conducting business in a lawful, ethical and socially responsible manner.
- Maintaining a workplace free from exploitation, coercion and abuse.
- Ensuring that all employment is freely chosen.
- Providing fair and lawful terms and conditions of employment.
- Complying with applicable labor, employment and human rights legislation.
- Promoting awareness of modern slavery risks among employees and business partners.
- Taking appropriate action where concerns regarding modern slavery are identified.

The Company expects all employees, suppliers and subcontractors to uphold these standards and support the prevention of modern slavery throughout the supply chain.

5. Risk Assessment

Removals Inc. DBA 1 RELO recognizes that the international moving and relocation industry relies upon a global network of suppliers, transportation providers and service partners. Accordingly, the Company considers the following areas to present potential modern slavery risks:

- Third-party transportation providers.
- Overseas agents and suppliers.
- Temporary labor providers.
- Warehousing and storage providers.
- Contracted labor services.
- International supply chain partners.

Modern slavery risks shall be considered as part of the Company's existing Risk Assessment and Supplier Evaluation processes.

Where appropriate, Management may implement additional controls or request further information from suppliers operating in higher-risk jurisdictions or industries.

6. Due Diligence

The Company seeks to ensure that reasonable due diligence is undertaken prior to engaging suppliers, subcontractors and business partners.

Due diligence activities may include:

- Supplier evaluations.

- Review of business registrations.
- Verification of legal compliance.
- Review of supplier policies and procedures.
- Assessment of supplier reputation and industry standing.
- Consideration of labor and employment practices.

The Company reserves the right to discontinue business relationships with suppliers or partners that fail to demonstrate compliance with applicable legal or ethical requirements.

7. Employment Practices

Removals Inc. DBA 1 RELO is committed to maintaining fair and lawful employment practices.

The Company shall:

- Verify the identity of employees during recruitment.
- Verify legal authorization to work where applicable.
- Maintain documented employment agreements.
- Pay employees in accordance with applicable laws and regulations.
- Prohibit the retention of employee identity documents.
- Prohibit forced, bonded or involuntary labor.
- Maintain procedures for reporting concerns and grievances.

The Company recognizes that responsible employment practices are fundamental to preventing modern slavery and exploitation.

8. Supplier Expectations

Suppliers, subcontractors and business partners are expected to operate in accordance with applicable laws and maintain ethical labor practices.

The Company expects suppliers to:

- Prohibit forced and child labor.
- Comply with employment and labor legislation.
- Provide safe working environments.
- Maintain lawful employment practices.
- Cooperate with reasonable due diligence activities.
- Notify the Company of any actual or suspected incidents relating to modern slavery.

Modern slavery expectations may be communicated through Supplier Agreements, Service Level Agreements (SLAs), Supplier Evaluations and other contractual arrangements.

9. Reporting Concerns

Employees, suppliers and other stakeholders are encouraged to report any actual or suspected incidents of modern slavery, human trafficking or unethical labor practices.
Reports may be made to Management without fear of retaliation.
All reports shall be investigated promptly and treated confidentially to the extent reasonably practicable.
Where allegations are substantiated, the Company shall take appropriate corrective actions, which may include:

- Further investigation.
- Corrective action plans.
- Termination of supplier relationships.
- Notification of relevant authorities where required.

10. Training and Awareness

The Company recognizes that employee awareness is essential to identifying and preventing modern slavery.
Accordingly, modern slavery awareness may be incorporated into:

- Employee induction training.
- Annual refresher training.
- Supplier communications.
- Management reviews.
- Internal awareness initiatives.

Training records may be maintained as part of the Company's existing Training Register.

11. Monitoring and Continuous Improvement

Removals Inc. DBA 1 RELO is committed to continually improving its approach to preventing modern slavery.
The Company may monitor compliance with this Statement through:

- Internal audits.
- Supplier evaluations.
- Risk assessments.
- Management reviews.
- Corrective action processes.
- Employee feedback.

Opportunities for improvement identified through these activities shall be documented and addressed where appropriate.

12. Review

This Modern Slavery and Human Trafficking Statement shall be reviewed annually, or whenever significant changes occur within the Company's operations, supply chain or applicable legal requirements.
All revisions shall be approved by Management and communicated to relevant personnel.

13. Approval

This Modern Slavery and Human Trafficking Statement has been approved by the Managing Director of Removals Inc. DBA 1 RELO and reflects the Company's commitment to conducting business responsibly and ethically.

Approved By:
Name: Manuel J. Rojas
Title: President
Date: July 17th 2026