M&F Trading Lda
AV. Armando Tivane, Beira
Mocambique
NUIT: 401040390
Tax ID: 401040390

Human Rights and Modern Slavery Policy

Portal M&F Updated: 02 Oct 2026 Policies Published

Summary:
MF-POL-009 · Version 2.0 · Issued October 2026 · M&F Trading, Lda1. PurposeM&F respects the human rights of every person affected by its business. This policy sets out the Company's commitments and ho

1. Purpose

M&F respects the human rights of every person affected by its business. This policy sets out the Company's commitments and how it works to prevent involvement in human rights abuse, including modern slavery. It replaces the Human Rights Policy version 1.3 of January 2025.

2. Scope

This policy applies to all Personnel and to the Company's dealings with suppliers, customers and other business partners.

3. Standards

M&F is guided by:

- the Constitution and the Labour Law of Mozambique (Lei n.º 13/2023);
- the International Bill of Human Rights;
- the International Labour Organization Declaration on Fundamental Principles and Rights at Work;
- the United Nations Guiding Principles on Business and Human Rights;
- the principles of the United Nations Global Compact;
- the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

Where national law and these standards differ, M&F follows the higher standard, and where they conflict it seeks to honour the international standard to the greatest extent the law allows.

4. Our commitments

- **No forced labour:** all work must be voluntary. M&F does not use or tolerate forced, bonded, indentured or involuntary prison labour, or human trafficking.

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- **No child labour:** M&F does not employ any person below the legal minimum working age, and never below 15.
- **Fair treatment:** no person is subjected to physical punishment, threats, harassment or abuse.
- **Non-discrimination:** employment decisions are based on ability and conduct alone, without discrimination on any ground, including HIV status.
- **Fair pay and hours:** wages are at or above the legal minimum for the sector, working hours comply with the law, and overtime is paid as the law requires.
- **Privacy and dignity:** personal data is handled lawfully and people are treated with respect for their dignity.
- **Freedom of association:** lawful rights to organise and bargain collectively are respected.
- **Safe work:** working conditions protect health and safety.
- **Communities:** M&F respects the rights of communities affected by the activities it supports, and contributes through local employment and skills transfer.

5. Modern slavery in the supply chain

Beyond its own workforce, the Company's exposure to human rights risk is through its supply chain, logistics providers and subcontractors on site work. M&F therefore:

- requires suppliers to comply with the Supplier Code of Conduct;
- considers labour and human rights risk, by country and by product, when selecting suppliers;
- sources as far as possible from established manufacturers with their own published labour standards;
- seeks contractual commitments on labour standards from higher-risk suppliers;
- follows up credible indications of abuse and requires corrective action.

6. Indicators of modern slavery

Personnel should be alert to signs such as workers whose identity documents are held by an employer, workers who owe recruitment debts, restrictions on movement, withheld wages, excessive overtime under threat, and workers who appear fearful or unable to speak freely.

7. Remedy

Where M&F finds that it has caused or contributed to an adverse human rights impact, it will act to stop it and will provide for or cooperate in appropriate remedy. Where the impact is linked to a supplier, M&F will use its influence to secure correction, and will end the relationship if the supplier will not correct a serious abuse.

8. Training and monitoring

Human rights are covered in the induction of new employees and in periodic training. Grievances and investigations are recorded and reviewed by the Compliance Officer to identify recurring issues, and significant incidents are reported to the Chief Executive Officer.

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9. Reporting

Employees, contractors, business partners and members of the community may raise a concern under the Whistleblowing (Speak Up) Policy at compliance@mf.co.mz.

10. Responsibilities

The Chief Executive Officer has overall responsibility for this policy and for ensuring that it is applied.

The Company Compliance Officer (the "Compliance Officer") is responsible for day-to-day implementation, for giving guidance, for maintaining the records this policy requires and for reporting to the Chief Executive Officer.

Managers are responsible for ensuring that their teams know and follow this policy.

All Personnel are responsible for reading, understanding and complying with this policy.

11. Breaches of this policy

A breach of this policy is a serious matter. It may result in disciplinary action under the Labour Law and the Company's Internal Work Regulation, up to and including dismissal, or in the termination of a contract with a third party. Where a breach may also be a criminal offence, M&F may report it to the competent authorities.

12. Questions and reporting concerns

Questions about this policy should be addressed to the Compliance Officer at compliance@mf.co.mz. Any suspected breach must be reported promptly, in accordance with the Whistleblowing (Speak Up) Policy. No person will suffer retaliation for reporting a concern in good faith.

13. Review

This policy is reviewed at least once a year, and whenever there is a material change in the law or in the business of M&F. Changes are approved by the Chief Executive Officer.

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