



NETFIELD MEDIA S.L.

Statement on the Prevention of Human Trafficking and Slavery

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1. Preamble

Netfield Media S.L. (hereinafter referred to as “we”, “us” or “Netfield”) is committed to upholding human rights. We do not tolerate slavery, human trafficking, or any other form of inhumane treatment under any circumstances.

This statement sets out:

- our commitment to conducting business with integrity and standing against human trafficking, forced labour, debt bondage, indentured labour, and slave labour
- the actions we have taken to understand potential risks of modern slavery in relation to our business and to ensure that such incidents do not occur in any part of our business

2. Definitions

We consider modern slavery to include, in particular:

- human trafficking
- forced labour through mental or physical pressure
- being owned or controlled by an employer through mental or physical abuse or the threat of such abuse
- being dehumanised, treated as a commodity, or bought or sold as property
- being physically restrained or subject to restrictions on freedom of movement

3. Our Company and our Statement

Any staff member, contractor, moderator, or any other organisation or individual associated with us is responsible for enforcing this statement and complying with the related ethical and legal obligations.

This includes, in particular, a zero-tolerance approach to slavery, human trafficking, and comparable practices. Such or similar conduct is regarded as abhorrent and is not tolerated in any way within our operations or in any area associated with us.



4. Actions and Prevention methods

In order to prevent fraudulent or unlawful conduct, we have implemented a range of technical and organisational measures, as well as software solutions, to monitor and track such activities.

These include in particular:

- moderators who monitor online and real-time chats and video calls
- software with keyword search functions to identify suspicious activities, videos, chats, or other content uploaded by content creators or amateurs
- transaction monitoring to prevent payments connected with modern slavery
- recurring employee training to identify and understand such conduct

If a breach of this statement is identified, countermeasures and awareness actions are initiated without delay. These measures may include, in particular:

- suspension of accounts and appropriate reporting
- deletion of media connected with such conduct
- notification of the responsible bodies for review of the incident
- cooperation with law enforcement authorities
- disciplinary actions that may result in the termination of contractual or other relationships



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