

March 18, 2024

Declaration of Conformity Modern Slavery and Human Trafficking Statement

Command Alkon Incorporated is committed to compliance with the laws and regulations in each country into which our company ships our products. Command Alkon products are designed and tested to meet the appropriate worldwide standards for safety, compliance, and other regulatory requirements when used for their intended purposes and in accordance with product documentation.

About Command Alkon

Command Alkon, including its related companies, is an international commercial organization that provides software and web solutions to companies in the ready-mix, aggregate, and bulk hauler industry through on-premise, software-as-a-service (“SaaS”), and other web-based methods. Command Alkon is based in the United States and has offices around the globe.

Command Alkon takes a zero-tolerance approach to violations of the various Modern Slavery Acts enacted throughout the world in any part of its business or in any of its supply chains and is committed to ensuring that there is no slavery or human trafficking present in either. These Modern Slavery Acts include, but are not limited to, the U.S. Uyghur Forced Labor Prevention Act (“UFLPA”), Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (“Bill S-211”), the U.K. Modern Slavery Act 2015, the French Duty of Vigilance Act, the German Supply Chain Due Diligence Act, and any other applicable anti-slavery legislation throughout the world.

Modern Slavery and Human Trafficking

Our Employee Handbook is made available to, and required reading for, everyone who works for us. This handbook outlines how Command Alkon conducts business and describes Command Alkon’s shared values and commitment to ethical business practices and legal compliance. It also sets out processes and procedures for our employees to follow, including whistleblowing, confidential reporting, and our commitment to follow all applicable wage, anti-discrimination, and labor laws. All laws relating to the terms and conditions of employment, especially child labor, in any place where we do business, must be obeyed, including by our suppliers, agents and contractors. Every employee is required to read and confirm they understand Command Alkon’s Employee Handbook.

Command Alkon Supply Chains

Our supplier agreements require suppliers to both represent and warrant that they comply with all applicable federal, state and local/country laws, including Modern Slavery Act requirements. We expect our suppliers to establish their own policies and procedures to ensure compliance with all applicable laws and regulations, and we vet our suppliers prior to onboarding. Should we become aware of any violations of law or issues related to slavery and human trafficking, we will consult with our Legal Department regarding any further action necessary to bring such violation or issue into compliance without undue delay.



**Command
Alkon**

To date, Command Alkon has not identified any violations of the various Modern Slavery Acts that apply to its business or supply chains.

Should you have any questions or concerns regarding this statement, please do not hesitate to contact us.

Email compliance@commandalkon.com for any further information.

David R. Burkholder

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