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**Policy Title: Modern Slavery Policy**

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**1. Purpose**

PFX prohibits the use of modern slavery, directly or indirectly, in furtherance of any PFX activity and is committed to ensuring that its work force and supply chain are free from it.

The PFX Code of Conduct (“the Code”) describes the standards of conduct expected by all employees of PFX. The Modern Slavery Policy (“the Policy”) is a supplement to the Code and should be read in conjunction with the Code.

**2. Application**

This policy applies to all PFX employees, wherever located, and all agents and representatives or other relevant third parties acting on behalf of PFX as well as all PFX subcontractors.

PFX expects that all indirectly, whether as an employee, contractor or employee or contractor of a subcontractor, perform their work freely and are not compelled to work by physical threats, psychological coercion, abuse of the legal process, deception, or other coercive means. Such employees or contractors shall be free to leave their workplace or terminate their employment relationships upon reasonable terms. Forced labor includes prison labor, indentured labor, bonded labor, debt servitude, state imposed forced labor and human trafficking.

PFX prohibits employees, contractors, subcontractors, subcontractor employees, agents and representatives from engaging in practices relating to modern slavery, including:

- Destroying or otherwise denying access to an employee’s identity or immigration documents;
- Using misleading or fraudulent practices to recruit employees, such as failing to disclose key terms and conditions of employment;
- Using recruiters that do not comply with local labor laws;
- Charging employees recruitment fees;
- Providing housing that fails to meet host country standards; and
- Failing to provide an employment contract or work document where required by law.

**3. Responsibility****3.1. Human Resources**

The Human Resources Department is responsible for ensuring that PFX’s workforce is and remains free of modern slavery, including child labor.

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**3.2. Procurement**

The Procurement Department is responsible for ensuring that PFX's supply chain is and remains free of modern slavery, including child labor.

**4. Reporting**

All employees are required to report any known or suspected instances of modern slavery that may affect its workforce or that of its supply chain. Reports may be made to an employee's supervisor, the Director of Internal Audit, the Chief Human Resources Officer, the Vice President of Supply Chain, the Chief Operating Officer, the office of the General Counsel or through PFX's ethics hotline.

**5. Enforcement**

Employees who violate this policy shall be subject to disciplinary sanctions up to and including termination.

**6. Definitions**

PFX or The Company: Refers to Rocket Bidco, Inc., and its subsidiaries and affiliates.

**7. References & Related Documents**

PFX Code of Conduct

**8. Notification List**

All Employees

**9. Revision History / Review Frequency: Biennial**

Revision	Date of Approval	Description	Reviewed	Approved
1	2025/12/01	Initial policy creation & release	HR/ Legal/Procurement	HR/Legal/Pr ocurement