

MODERN SLAVERY STATEMENT

INTRODUCTION Slavery, servitude, forced labour and human trafficking (modern slavery) are issues of increasing global concern, affecting all sectors, regions and economies. Pursuant to our mission to nourish the lives of Afghans and rebuild our nation by providing key social and commercial enabling infrastructure that improves health, education, communication, and job creation outcomes, the Bayat Group is committed to respecting, protecting and championing the human rights of all those who come into contact with our operations, including employees, supply chain workers, customers and local communities. We accept our responsibility to support transparency and honesty; to find and resolve problems, and to work with others to protect the rights of workers, particularly those who are most vulnerable to abuses such as modern slavery.

**BAYAT
GROUP'S
STRUCTURE,
GOVERNANCE,
AND
MANAGEMENT**

The Bayat Group is proud to be one of largest private commercial and philanthropic organizations in Afghanistan. Since our founding in 2002, we have worked to provide solutions and services that connect Afghans with each other and the world through mobile telephony (Afghan Wireless Communication Company); provide access to unbiased news, information, and entertainment content (Ariana Television and Radio Network); expand the availability of energy and electricity (Bayat Power); increase opportunities to find healthcare and education (Bayat Foundation); and help motivated job seekers explore more and better opportunities to find employment through job training, entrepreneurship, and education (Bayat Foundation). While we source as many of our products in country to support local Afghan entrepreneurs, our various activities often require us to maintain a complex, dispersed supply chain. We manage our own operations and supply chain through effective due diligence, risk assessment, training and collaboration with suppliers in order to ensure we help protect vulnerable groups of people, and our ethical, social and environmental standards are integral to our culture and way our team conducts itself internally and with our supplier base. As a recognized leader in Afghanistan's private sector, we aim to

provide a leading example for other private and public organizations to follow by increasing awareness of modern slavery, and we are actively working with suppliers and other stakeholders to raise working standards.

TRAINING AND CAPACITY BUILDING

To ensure a high level of understanding of the risks of human trafficking and modern slavery in the Bayat Group's supply chains and business activities, we aim to begin to provide comprehensive training to our staff in early 2019, including incorporating Modern Slavery awareness and mitigation within all related areas for which mandatory training is already provided, including: New Employee Induction as well as Fraud, Bribery, and Corruption seminars. Furthermore, building on earlier Public Service Announcements (PSAs) that we developed and broadcast to warn Afghans of the dangers of human trafficking, we plan to develop a Public Service Campaign in 2H 2018 that will comprise Public Service Announcements to help educate Afghanistan's business community – both at the ownership and employee levels – of the risks of human trafficking and modern slavery. In 2H 2018, we are also – via our Afghan Wireless telephony subsidiary – exploring the establishment of a free hotline for citizens to call in if they feel threatened and/or have questions related to modern slavery.

POLICIES AND PROCEDURES

While our commitment to nourishing the lives of Afghans and our dedication to respecting, protecting and championing the human rights of all those who come into contact with our operations has been integral to our mission since our founding more than sixteen (16) years ago, our organization is still in nascent days of formally structuring and implementing a program of policies and procedures to combat modern slavery. We understand that every employee, partner, and/or volunteer – regardless of their role in our organization – is responsible for ensuring that our commitment to human rights is primacy in all that we do, and we look forward to building our formal program in 2H 2018 and 1H 2019 so that we may share our progress with others; serving as a beacon of enlightenment and leadership for other Afghan organizations to follow.

RISK ANALYSIS AND DUE DILIGENCE

We recognize the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking in the Bayat Group and throughout our supply chains. We are committed to continuing to enhance our capacity to identify, prevent, and mitigate any actual or potential risks in these areas. The Bayat Group's companies and related affiliates carry out due diligence on suppliers on a range of issues, including bribery and corruption. This year we intend to actively communicate the risks of slavery and human trafficking throughout our supplier network. Following this education process, we plan to request information about the due diligence mechanisms in place in 2019. Yet our analysis is not solely confined to our supplier base. In 2H 2018, we – in recognition that it is a best practice to identify risks in our own internal activities as well as those with whom we work – plan to complete a specific modern slavery risk assessment across our own operations. We also plan to establish a steering group of representatives from across our business who identify risk and challenge insufficient information from suppliers, contractors and business partners.

CONTINUED COMMITMENT

This statement has been approved by the ownership and senior management team of the Bayat Group.



Bayat Group Chief Executive Officer
April 2018