

# Prohibition of Child and Forced Labour Policy

The policy seeks to ensure that all employees, contractors, and suppliers adhere to ethical labour standards and practices that uphold human rights and prevent exploitation.

## Definition

- Child labour refers to any work that is performed by children who are under the legal minimum age for employment and that interferes with their education, social development, or other basic rights.
- Forced labour refers to any work or service that is performed by a person under the threat of punishment, coercion, or other forms of physical or mental harm. This can include physical or sexual abuse, confinement, or withholding of wages.

## Prohibition of child and forced labour

The policy states that child and forced labour are prohibited and will not be tolerated in any aspect of the business operations or supply chain.

## Commitment

The company is committed to comply with international standards, including the International Labour Organization's (ILO) conventions on child labour and forced labour.

## Due diligence

The company will take measures to prevent, identify and address any instances of child or forced labour in its supply chain. This may include monitoring, and assessments of suppliers, contractors, and business partners through Declaration forms.

Overall, the Company aims to ensure that businesses and organizations operate ethically and with respect for human rights and the dignity of all workers.