

This policy applies to all employees, contractors, suppliers, and any other parties involved in the company's operations and supply chains. It covers all activities, products, and services provided by the company, regardless of the geographical location.

## Policy Elements:

### Definition of Child Labour:

- a. Child labour refers to any work performed by children under the legal minimum age for employment or work that is likely to be hazardous or harmful to their physical, mental, or social development.
- b. We do not employ under those who are under the age of 18

### Prohibition of Child Labour:

- a. The company strictly prohibits the use of child labour in any part of its operations or supply chains.
- b. All employees, contractors, and suppliers are expected to comply with this policy and ensure that child labour is not used directly or indirectly.

### Compliance with Legal Requirements:

- a. The company will comply with all applicable laws and regulations regarding child labour in all the countries where it operates.
- b. In cases where national laws and international labour standards conflict, the higher standard that provides greater protection to children shall be followed.

### Due Diligence:

- a. The company will conduct regular assessments and due diligence to identify and address any risks of child labour within its operations and supply chains.
- b. Supply chain partners will be required to provide information regarding their policies and practices related to child labour.

### Remediation and Reporting:

- a. Any instances or suspicions of child labour discovered within the company's operations or supply chains must be reported immediately to the appropriate management or designated contact.
- b. The company will take prompt and appropriate action to address any confirmed cases of child labour and work towards remediation and prevention.

### Awareness and Training:

- a. The company will provide adequate training and awareness programs to employees, contractors, and suppliers to ensure understanding and compliance with this policy.
- b. Training programs will focus on recognizing and preventing child labour, as well as promoting responsible sourcing and ethical business practices.

### Continuous Improvement:

- a. The company is committed to continuously improving its Child Labour Policy and practices by regularly reviewing and updating its policies, procedures, and due diligence mechanisms.
- b. Feedback and suggestions from relevant stakeholders will be considered to enhance the effectiveness of the policy and ensure its alignment with evolving best practices and international standards.

### Non-Retaliation:

- a. The company prohibits any form of retaliation against individuals who report suspected child labour or participate in investigations related to child labour.
- b. Any acts of retaliation will be treated as a serious violation and will be subject to appropriate disciplinary action.

## **Freedom of Association and The Right to Collective Bargaining Are Respected**

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively.
- Workers representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, we will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

July 2026

Due for review July 2027