

CHILD LABOUR POLICY

This policy outlines our commitment to preventing and addressing child labour within our operations and supply chains. We are dedicated to ensuring that our business practices adhere to all applicable laws and ethical standards related to child labour.

This policy applies to all employees, contractors, suppliers, and business partners, regardless of their location or relationship with our company.

We have a zero-tolerance policy for child labour and will not knowingly engage in any activity that exploits or harms children.

DEFINITIONS

Child Labour:

Any work that deprives children of their childhood, interferes with their education, or is harmful to their physical or mental development, as defined by international and national laws.

Child:

Any person under the age of the Legal Minimum Age for Employment in our or any of our Suppliers' Jurisdiction, or as defined by international law.

COMPLIANCE

We will comply with all applicable laws and regulations related to child labour, including those of the countries where we operate and those of our suppliers. We will always conduct due diligence to assess and mitigate the risk of child labour in our supply chain. We will require our suppliers to adopt and adhere to a code of conduct that prohibits child labour.

We will regularly monitor and audit our supply chain to ensure compliance with this policy. If we discover or suspect child labour, we will take appropriate action to address the issue, including providing support to affected children and their families. We will provide training and awareness programs to our employees and suppliers on the dangers of child labour and the importance of this policy.

Employees, contractors, and suppliers are encouraged to report any concerns or suspicions of child labour to the designated contact person or department.

We will maintain documentation to demonstrate our compliance with this policy.

SPECIFIC ACTIONS

- We will not employ any child.
- We will ensure that our suppliers and subcontractors comply with this policy.
- We will monitor our supply chain for signs of child labour and will report any suspected cases of child labour to the appropriate authorities.
- We will work with affected parties to remediate any cases of child labour.

This policy will be reviewed and updated periodically to ensure its effectiveness and relevance. Any violation of this policy may result in disciplinary action, up to and including termination of employment or business relationship.

We will always cooperate with law enforcement agencies in any investigation of child labour.

