

CHILD LABOR POLICY

The company's Child Labor Policy

1. Introduction

The company is committed to upholding the highest standards of ethical conduct and social responsibility. This policy outlines our firm stance against engaging in the worst forms of child labor, including hazardous child labor, as defined by international labor standards and conventions. We recognize that child labor poses serious threats to the physical, mental, and moral well-being of children, and we are dedicated to ensuring that our operations and supply chains remain free from such practices.

2. Definition of Worst Forms of Child Labor

Child labor refers to any work undertaken by individuals under the age for completing compulsory schooling, and in general not less than 15 years. This includes any form of economic or other activities that impede the child's education, social development, and overall well-being.

The worst forms of child labor encompass hazardous child labor, wherein work performed by individuals under the age of 18 jeopardizes their physical, mental, or moral well-being. This includes work carried out under particularly arduous conditions, such as excessively long hours or during nighttime.

3. Commitment

The company is unwavering in our commitment to upholding the principles of human rights, fair labor practices, and social responsibility. We are committed to the eradication of the worst forms of child labor from our operations and supply chains. We uphold the principles of respect for human rights, dignity, and fair labor practices. We firmly believe that children should be protected from any form of exploitation, and their welfare shall remain a top priority.

4. Compliance

a. The company shall comply with all applicable laws and regulations related to child labor, including international labor standards set forth by the International Labour Organization (ILO). b. We shall not

engage in, support, or benefit from any form of child labor, hazardous or otherwise, in any of our operations or supply chains.

5. Due Diligence and Monitoring

a. We will exercise due diligence to assess and mitigate risks of child labor within our supply chains. This includes regular assessments, audits, and evaluations to identify and address any potential violations. b. We shall collaborate with suppliers, contractors, and partners to ensure they share our commitment to eradicating child labor.

6. Remediation

a. In the event that any instances of child labor are identified, we shall take immediate corrective actions and work towards ensuring the well-being and development of the affected children.

7. Communication and Awareness

a. The company shall communicate this policy to all employees, suppliers, contractors, and stakeholders to ensure a shared understanding of our commitment to eliminating the worst forms of child labor.

8. Continuous Improvement

a. We are committed to continuous improvement and shall regularly review and update our policies, procedures, and practices to remain aligned with international standards and best practices in eradicating child labor.

9. Reporting

a. The company will maintain transparent reporting on our efforts to prevent and address the worst forms of child labor within our operations and supply chains. By adhering to this policy, The company aims to contribute to the global fight against the worst forms of child labor and create a more just and equitable future for all children.