



CHILD LABOUR, ANTI-SLAVERY, AND HUMAN TRAFFICKING POLICY

We strongly believe in promoting and protecting human rights and are dedicated to creating a workplace and supply chain that is free from child labour, slavery, and human trafficking. We understand the importance of caring for the well-being and dignity of all individuals, especially those who are most vulnerable. To fulfil our ethical responsibilities, we've created this policy to prevent, detect, and address any instances of child labour, slavery, or human trafficking.

Prohibited in operations

We strictly forbid the use of child labour, slavery, and human trafficking in all aspects of our operations, both internally and within our supply chain. We follow all relevant international and local laws to ensure we maintain high ethical standards.

Child labour

We're committed to not employing anyone below the legal working age, as defined by the International Labour Organization (ILO). We stand against any form of employment that exploits or endangers children.

Slavery and human trafficking

We condemn all forms of slavery and human trafficking, such as forced labour, debt bondage, and involuntary servitude. We don't participate in any activities that may support these practices, taking a strong stance against such violations of human rights.

Ensuring responsible supply chains

We conduct thorough checks on our suppliers and business partners to make sure they share our commitment against child labour, slavery, and human trafficking. We expect them to comply with all relevant laws and uphold the same principles we follow.

Employee obligations

Our employees must assist in our efforts to prevent instances of child labour, slavery and human trafficking within our business operations, associations or supply chains. You must raise your concerns if you become aware of or suspect any practices that contravene this policy.

Reporting concerns

We encourage employees and stakeholders to report any concerns about child labour, slavery, or human trafficking without fear of retaliation. All reports will be promptly, and thoroughly investigated, and appropriate actions will be taken based on the findings.

Training

All staff are given training on this policy (awareness and how to raise a concern) at the point of onboarding. We also hold refresher sessions sporadically throughout each financial year.

Continuous improvement

We consistently review our policies and practices to stay proactive in combatting child labour, slavery, and human trafficking.

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