

Group Child Labour and Forced Labour Prevention Policy

1. Purpose

The Group is committed to respecting human rights and maintaining a workplace free from **child labour, forced labour, human trafficking, slavery and other forms of involuntary labour** across its businesses and operations.

The Group does not tolerate child labour or forced labour in its own operations or in its relationships with employees, contractors, suppliers, service providers and other business partners.

All Group entities are expected to comply with applicable laws and regulations and to uphold internationally recognised principles relating to labour and human rights, as appropriate to their operations and risk exposure.

2. Group Policy Requirements

The Group and its entities shall establish appropriate measures to prevent, identify and address child labour and forced labour risks. At a minimum, the following principles shall apply:

Area	Group Policy Requirement
Child Labour	The Group prohibits the employment or engagement of persons below the legally permitted minimum working age.
Age Verification	Appropriate measures shall be implemented to verify the age and identity of employees and workers before employment or engagement, where applicable.
Forced Labour	All employment and engagement shall be voluntary and free from forced, bonded or involuntary labour.
Recruitment Practices	The Group prohibits practices that require workers to pay improper recruitment fees, deposits or similar charges as a condition of employment.
Freedom and Dignity	Workers shall not be subjected to threats, intimidation, violence, harassment, coercion or restrictions that unlawfully

Area

Group Policy Requirement

Employment Conditions

prevent them from leaving employment or the workplace.

Employees and workers shall receive wages, benefits and working conditions in accordance with applicable laws and contractual requirements.

Suppliers and Contractors

Group entities shall take appropriate, risk-based measures to address child labour and forced labour risks within their supply chains and contractor relationships.

Reporting

Appropriate channels shall be available for employees and relevant third parties to raise concerns or report suspected violations.

Non-Retaliation

The Group prohibits retaliation against individuals who raise concerns or report suspected violations in good faith.

Investigation and Remediation

Suspected or confirmed violations shall be appropriately assessed, investigated and addressed, including corrective or remedial action where required.

Monitoring and Oversight

Group entities shall implement risk-based monitoring and reporting arrangements appropriate to their business activities and exposure to child labour and forced labour risks.

3. Responsibilities

Each Group entity is responsible for implementing appropriate measures to comply with this Policy and for managing child labour and forced labour risks within its operations and relevant third-party relationships.

Group functions, including Risk Management, Human Resources, Compliance, Procurement and other relevant functions, shall provide appropriate oversight and support in accordance with their respective responsibilities.

Material or confirmed cases of child labour or forced labour shall be escalated in accordance with the Group's risk and incident escalation framework.

4. Policy Review

This Policy shall be reviewed periodically to ensure that it remains appropriate to the Group's business activities, risk exposure, applicable laws and recognised human-rights principles.