

## **NO CHILD LABOUR POLICY**

### **Introduction**

The foundation of The Monobuoy Company Limited and Monobuoy SARL 'No Child Labour Policy' is based on their commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It has been formulated in consideration with the acts. It therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

### **Policy**

The Companies do not employ any person below the age of eighteen years at the workplace. The Companies prohibit the use of child labour and forced or compulsory labour. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

### **Implementation**

This policy is publicly available throughout the Companies and clearly communicated to all employees. The implementation of the policy is the responsibility of the Company Directors, who do not permit minors to be employed. There is zero tolerance policy towards its breach.

Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained and are open to verification by any authorised personnel or relevant statutory body.

The Companies provide an annual report to the Company Directors on any incidents of child or forced labour.

### **Monitoring & Audit**

Periodic assessment is conducted. The Company Director review all employment contracts to ensure compliance with this policy and reserves its rights to undertakes random checks at any fabrication facility with which it might have a subcontract.

Signed for

**The Monobuoy Company Ltd**

David Collard  
Managing Director

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Renewed: Dec 2023

**Monobuoy SARL**

David Collard  
Gérant (Managing Director)

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Renewed: Dec 2023