

## CHILD LABOUR POLICY

Lalan Rubbers (Pvt) Ltd including its subsidiary companies will comply with all relevant and applicable local and international labour regulations, treaties, conventions and principles relating to the protection, welfare and health & safety of children. Furthermore, the Company will not employ any person deemed by local or international laws, conventions or regulations to be a child in any capacity in any industrial operation under its control.

As a good corporate citizen, the Company is committed to the principles of protecting children from child labour exploitation. The Company believes that their future development and that of the communities and countries in which they live is best served through education not child labour. Child labour can limit or damage the physical, mental, social or psychological development of children and undermine a child's right to childhood, development and education.

This is a commitment the Company seeks to apply throughout the supply chain, from plantation and the provision of materials, to the distribution and sale of manufactured products, as well as to the recovery and disposal of waste materials.

The Company aims to apply this commitment and principles to ensure that:

- a) The welfare and health & safety of children are paramount at all times.
- b) Proper educational development including school attendance of children.
- c) Play an effective role in reducing child labour

If child labour is found, it is vital to act quickly.

If you suspect that workers in a factory may be underage, do not approach the workers directly in the first instance, but check their ID as part of a routine document check process without raising the alarm.

If document checks confirm the child is underage or if ID checks are inconclusive, HR dept. should take the following action:

- Remove the child from all work immediately. Preventing the continuation of work until getting verifiable evidence for the young-looking worker is under-age.
- Ensure the child is in a safe place & HR executive will look-after.
- Obtain contact details (ideally mobile phone number) of child and parents/guardian, and wherever possible, home address.

