



CHILD LABOUR AND FORCED LABOUR POLICY

FIL does not engage in or support the use of Child Labour or Forced Labour. FIL abides by the laws of the country and the core standards of the International Labour Organization (ILO) Conventions and the principles of the UN Global Compact.

Our Company ensures that all our employees work voluntarily for us and are not intimidated or threatened to enforce employment. Also, they retain their rights and privileges. We prohibit the use of forced labour, bonded labour, and child labour within our company or those that supply to or sub-contract for us. This includes slavery and abduction, forced recruitment, debt bondage and domestic workers under forced labour situations, child labour and internal or international trafficking.

We do not employ any person under the age of 17 and where there is a benefit to the company and to the young worker to do so, we ensure that they will not work in any hazardous environment, above the legally acceptable weekly hours or at night. The company shall establish, document, maintain, and effectively communicate to personnel and other interested party's policies and procedures for remediation of children found to be working within its premises or in its vicinity and shall provide adequate support to enable such children to attend and remain in school until the age of 15 years.

Managers who are responsible for employee recruitment and monitoring procedures associated with forced labour, bonded labour and child labour or supplier chain implementation and evaluation are given training, guidance, and instruction to ensure that they understand the law, and the processes and can effectively administer its directives.

Our standard contracts have clauses to ensure compliance with the code of conduct.
