

## 1 NO CHILD LABOUR POLICY

### 1.1 Purpose

Mariflex Group B.V. endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labour, nor exploitation of children in any of its operations and facilities.

### 1.2 Scope

This document applies to all employees of Mariflex Group B.V. In addition, it applies to personnel contracted by Mariflex Group B.V. to complete work on their behalf.

### 1.3 Policy

#### 1.3.1 Introduction

The foundation of Mariflex Group B.V. 'No Child Labour Policy' is based on the Company's 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.

Child labour, as defined by the International Labour Organisation (ILO) Convention is "work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

#### 1.3.2 Policy

Mariflex Group B.V. does not employ any person below the age of eighteen years at the workplace. Mariflex Group B.V. prohibits the use of child labour and forced or compulsory labour at all its units. 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.

#### 1.3.3 Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes and policy manuals. The implementation of the policy is the responsibility of the human resources department.

#### 1.3.4 Monitoring & Audit:

Periodic assessment is conducted. The human resources department undertakes random checks of records annually.

Signed: .....

Managing Director: Mariflex Group B.V.

Date: .....