



## CHILD LABOUR POLICY

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### **The purpose**

The purpose of the Child Labour Policy (referred to hereafter as the “Policy”) is to enforce the commitment of the Evaco Group and its business units to work against any form of child exploitation in any of its operations and facilities. We believe that children should have the right to education and a health/safe life.

### **The Scope**

This policy applies to all the employees of the Evaco Group and its business units, and the term “employee” refers to employees, temporary employees and directors.

This policy applies while in employment with and/or being appointed by the Company.

This policy also applies to any third party involved in any form of activity related to the Evaco Group and its business units.

### **Definitions**

#### **Child (Children)**

Child means any person under the age of 18.

#### **Child Labour/Child exploitation**

The direct or indirect employment of a child for any work-related purposes, whether or not remunerated.

#### **Third Party**

Third party refers – but is not limited to – any person, business entity, organization, group and/or country which with the Evaco Group and its business units deals with for business related activities.

### **Accountabilities**

- **Management**

Any member of Management (Group CEO, Country CEO, Cluster COO, COO, Executive Director, Group Head of Department, General Manager, Head of Business Unit, Head of Department, Senior Manager and Manager) has the responsibility to adhere to the present policy and ensure compliance by their teams.

- **Employees**

The current policy applies to all employees. Each employee has the responsibility to report occurrences which are in contradiction with the present Policy through the following channels. You may contact:

- Your direct supervisor
- Your HR Representative
- A member of the Whistleblowing committee of the Evaco Group \*
- Transparency Mauritius \*

\* Please refer to the Code of Ethics and to the Whistleblowing Policy.



### **Implementation of the Policy**

With a view of implementing the present policy harmoniously, Management commits itself to:

- Create and implement procedures that clearly defines the recruitment basis of an individual, with the full exclusion of children.
- Ensure that all business units' managers are aware of the present policy and apply same with their employees when creating new business partnerships.
- Inform third parties of the present policy as part of their contractual obligations toward the company appointing them.
- Make regular assessments on current third parties the business units are working with, and reiterating our stand with regards to Child Labour.
- Cut off all forms of business partnerships with third parties and take relevant actions against employees who are directly or indirectly involved in activities that promote and include Child Labour.

### **AMENDMENTS**

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Management reserves the right to amend the present policy without prior notice.

### **FAILURE TO COMPLY**

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All employees should be aware that a failure to comply with the above policies, including any arrangements which are put in place under it, will be investigated and may lead to disciplinary action being taken.