



**COMPANY POLICY ON PREVENTION OF CHILD
LABOUR, FORCED LABOUR, AND EMPLOYMENT
OF TRAFFICKED PERSONS V1**

JULY 2024 –RATIFIED BY THE BOARD 23 JULY 2024

COMPANY POLICY ON PREVENTION OF CHILD LABOUR, FORCED LABOUR, AND EMPLOYMENT OF TRAFFICKED PERSONS

1. PURPOSE

The purpose of this policy is to ensure that Loinette Capital maintains ethical standards in all aspects of its operations by prohibiting child labour, forced labour, and the employment of trafficked persons.

2. SCOPE

This policy applies to all employees, suppliers, and business partners associated with Loinette Capital

3. DEFINITIONS

- **Child Labour:** Employment of individuals below the minimum legal working age as defined by national laws or international standards, whichever is higher.
- **Forced Labour:** Any work or service exacted from any person under the menace of any penalty and for which the person has not offered himself voluntarily.
- **Trafficked Persons:** Individuals who have been recruited, transported, transferred, harboured, or received by means of threat, force, coercion, abduction, fraud, deception, abuse of power, or the giving or receiving of payments to achieve the consent of a person having control over another person for the purpose of exploitation.

4. POLICY STATEMENT

Prohibition of Child Labour:

- Loinette Capital strictly prohibits the use of child labour in any of its operations or those of its suppliers and business partners.
- The minimum age for employment shall be in accordance with local laws.

Prohibition of Forced Labour:

- All work at Loinette Capital must be voluntary, and employees must have the freedom to terminate their employment at any time.
- The company prohibits the use of forced or compulsory labour, including bonded labour, debt bondage, or involuntary prison labour.

Prohibition of Employment of Trafficked Persons:

- Loinette Capital will not knowingly employ or engage with individuals who have been trafficked.
- The company will take measures to ensure that its hiring practices do not contribute to human trafficking.

5. IMPLEMENTATION AND COMPLIANCE

Due Diligence:

- Conduct regular risk assessments to identify areas where the risks of child labour, forced labour, or trafficking may be present.
- Implement strict verification processes during hiring and onboarding to ensure compliance with this policy.

Supplier and Partner Requirements:

- Require all suppliers and business partners to adhere to the principles outlined in this policy.
- Include compliance with this policy as a condition in all contracts and agreements.

Training and Awareness:

- Provide regular training to employees, management, and business partners on the importance of preventing child labour, forced labour, and trafficking.
- Raise awareness about the signs of human trafficking and the appropriate actions to take if such cases are suspected.

Monitoring and Reporting:

- Establish mechanisms for monitoring and auditing compliance with this policy.
- Encourage employees and partners to report any suspected violations without fear of retaliation.

6. ENFORCEMENT

Violations of this policy will be taken seriously and may result in disciplinary action, including termination of employment or contracts, and legal action if necessary.

7. REVIEW AND UPDATES

This policy will be reviewed regularly and updated as necessary to ensure its effectiveness and alignment with legal and ethical standards.

This policy aims to create a robust framework for preventing child labour, forced labour, and human trafficking within a company's operations.