



Policy Against Forced Labour and Human Trafficking

Martin Childs Ltd (“MCL or the “Company”) is committed to ensuring that it and its suppliers do not use Forced Labour or engage in Human Trafficking. Martin Childs Ltd Business Conduct requires that working conditions are safe, workers are treated with respect and dignity as understood by the international community, and business operations are environmentally responsible and conducted ethically. Martin Childs Ltd commits to this and expects its suppliers to do the same.

“Forced Labour” means coerced labour, involuntary servitude, peonage or indentured labour, involuntary prison labour, slavery, human trafficking or sex trafficking, including but not limited to transporting, harbouring, recruiting, or transferring persons by means of threat (including but not limited to threat of harm or physical restraints, or threat of abuse of legal process), force, coercion, abduction or fraud.

Martin Childs Ltd will never knowingly use suppliers who engage in or facilitating Forced Labour of any kind. This applies to all workers including temporary, migrant, student, contract, direct employees, and any other type of worker. Suppliers not meeting these requirements will be removed from the supply chain.

Procurement staff receive training on Forced labour and human trafficking.

MCL & our Suppliers shall:

- Comply with applicable laws prohibiting Forced Labour.
- Uphold the human rights of workers and treat them with dignity and respect.
- Ensure that all work is voluntary and workers are free to terminate their employment.
- Disclose to workers all terms and conditions of employment, and any hazardous nature of work, location of work, living conditions, housing and costs (if employer or agent provided or arranged), time off, round-trip transportation arrangements, grievance process, and provide information about applicable laws and regulations prohibiting Forced Labour.
- Ensure that workers are not required to pay any recruitment fees or other fees for their employment.
- Employ workers on the basis of their ability to do the job.
- Ensure all workers meet the applicable minimum legal age requirement.
- Set work hours, wages and over-time pay in compliance with all applicable laws.



- Pay workers at least the minimum legal wage or a wage that meets local industry standards, whichever is greater, and comply with legally mandated benefits.
- Respect employees' right to join or not join any trade unions and organisations.
- Provide workers an opportunity to report suspected violations without a fear of retaliation.

MCL & our Suppliers shall not:

- Engage in or permit corporal punishment, threats of violence, mental or physical coercion, verbal abuse of workers or other forms of harassment whether based on gender, race, colour, religion, ethnicity, age, sexual orientation, national origin, disability, or any other legally protected characteristic.
- Use child labour. A "child" means any person under the age of 16, or under the age for completing compulsory education, or under the minimum age for employment in the country or locations, whichever is greatest.
- Discriminate on the basis of race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy or maternity, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status

Martin Childs
Managing Director

Dated: 8th January 2024