



## **CHILD LABOUR POLICY**

### **Purpose**

The purpose of this policy is to ensure that Cernol Ltd, its suppliers and partners, adhere to ethical and legal standards prohibiting the employment of underage individuals, in ways that could harm their well-being, growth, and rights.

### **Scope**

This policy applies to all employees, contractors, consultants, suppliers, and any other relevant stakeholders involved in the company's business activities, as far as practicable.

### **Policy Statement**

Cernol Ltd is against the use of child labour in any part of our operations or supply chain and upholds the principles of the International Labour Organization's (ILO) conventions. No individual under the legal working age in their respective country or jurisdiction should be engaged in work within our organization or in connection with our products and services.

### **Definitions**

The Children's Act 2020 (Mauritius) defines a child as a person under the age of 18.

The Children's Act 2020 (Mauritius) also defines child labour as an exploitation, in respect of a child under the age of 16.

Child labour refers to any work or activity performed by children that is harmful, exploitative, or interferes with their education, development, and well-being. This includes work that deprives children of their right to attend school, endangers their health or safety, or exploits them physically, mentally, or emotionally.

### **Roles and Responsibilities**

The HR Department will maintain appropriate age verification processes to ensure that all employees and workers within the organisation meet the legal working age requirements. All relevant documentation will be kept in the employee's file throughout the entire period of employment.

The Procurement Department will conduct due diligence to identify and assess child labour risks within our supply chain. We will work proactively with suppliers to prevent and address any instances of child labour and promote compliance with this policy.

### **Exception**

Exceptions could be made in circumstances such as training or learning programs, and in strict adherence to safety regulations, where the employment age at the company might be lowered to 16. This provision will be applicable to individuals below 18 years of age, and obtaining written consent from the legally acknowledged parents or guardians of the child will be a mandatory requirement, indicating their approval for the child to work.

### **Awareness and Communication**

Cernol Ltd will provide awareness programs to employees and relevant stakeholders to educate them about the importance of eliminating child labour and their roles in adhering to this policy.



We will communicate this policy to all employees, suppliers, and relevant stakeholders to ensure its understanding and implementation throughout the organization.

**Monitoring and Review**

Cernol Ltd is committed to continuous improvement in eliminating child labour from our supply chain. We will review and update this policy periodically to reflect changing circumstances and emerging best practices.

Date: September 2023

Approved by:

Olivier Constantin  
General Manager