

17 September 2020

NO CHILD AND NO FORCED LABOUR POLICY

PHILOSOPHY

Alpha Nero FZ LLC believes in a “No Child Labour and No Forced Labour” policy.

Child Labour and Forced Labour Policy unconditionally prohibits and condemns both child labor and forced labor and at the same time contains procedural rules for addressing instances of child or forced labor.

The purpose of this Child Labor and Forced Labor Policy is to address the issue of child labor and forced labor in greater depth than in the Social Standards and provide background information.

POLICY

It is **Alpha Nero FZ LLC**’s policy:

- To ensure that no person below the age of eighteen years is employed in the workplace;
- To prohibit the use of forced or compulsory labour at all its units;
- To ensure that no employee is made to work against his/her will or to work as bonded/forced labour, or subjected to corporal punishment or coercion of any kind, related to work;
- To refrain from engaging with vendors and suppliers who resort to using child labour and forced labour in their operations.

IMPLEMENTATION

- This policy is communicated to all employees in an appropriate and meaningful manner.
- **Alpha Nero FZ LLC** units have appropriate systems and processes in place to ensure compliance with the policy and with statutory provisions, including processing of grievances and redressal.
- Compliance with the policy will be regularly monitored and evaluated by the company.

Approved by:

Simon Hacker
Managing Partner

