

	<h1>Forced Labour Policy</h1>	Policy	Page: 1/2
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		Date: August 01, 2022	
	Issued by: PPI Manager	Approved by: People Director	Code: HrPo006

About this Policy:

This policy shall give a clear guidance to all Beesline's teams to avoid any kind of forced labour.

Beesline International S.A.L. respect human rights, including labour rights, and expects the same of all its business partners.

Beesline International S.A.L. totally abide by the ILO Forced Labour Convention No. 29 (1930) and the ILO Abolition of Forced Labour Convention No. 105 (1957).

The Definition of Forced Labour:

According to the ILO Forced Labour Convention, 1930 (No. 29), forced or compulsory labour is: "all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily."

Prohibition of Forced Labor:

Beesline International S.A.L. is against all forms of forced labour. The freedom of workers must be ensured at all times.

All work must be conducted on a voluntary basis, and not under threat of any penalty or sanctions.

The use of forced or compulsory or unpaid labour in all its forms is prohibited.

Beesline International S.A.L. shall give legal notice period before terminating the employment of any of its team. Also, shall provide its teams the right to leave their jobs as they wish within a notice period.

Beesline International strictly forbid the use of forced labour and expects the same of all its business partners.

Beesline International S.A.L. Ensure that overtime is within the limits imposed by national legislation and is not imposed by using threats, including the threat of dismissal.

Preventive Strategy:

Beesline International S.A.L. is committed to:

1. Give Beesline's team the freedom of association "the right to join a formal or informal group to take collective action".
2. Comply with national legal minimum wage.
3. Comply with national limits on working hours.
4. Support diversity, equality, dignity & respect.
5. Provide full wage payments on time

The following indicators are forbidden at Beesline International S.A.L.:

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1. Child & forced labour.
2. All kinds of harassments & violence
3. Abuse of vulnerability
4. Deception
5. Intimidation and threats
6. Retention of identity documents
7. Withholding of wages
8. Debt bondage
9. Abusive work and living conditions
10. Excessive overtime

The presence of only one indicator can already point to the existence of forced labour.