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		Date: August 01, 2022	
	Issued by: PPI Manager	Approved by: People Director	Code: HrPo008

About this Policy:

This child labor policy is based on the International Labor Organisation (ILO) conventions 138 and 182 and also national laws, and recognizes Beesline International S.A.L. commitment to ensuring all employees are of the local minimum employment age, which is 18 years. Beesline International S.A.L. prohibits the use of child labour and forced or compulsory labour at all its units.

General Principal

Beesline International S.A.L. does not accept child labor. Child labor is defined as work undertaken by a child; the child is legally prohibited from undertaking a job that is likely to be harmful to the Child's health or physical, mental, spiritual, moral, or social development; or interferes with a Child's education.

Beesline International S.A.L. supports the United Nations and ILO conventions specifying;

- All actions concerning the child shall take full account of his or her best interests
- The right of the child to be protected from economic exploitation, from performing any work that is likely to be hazardous or interferes with the child's education, or is harmful to a child's health or physical, mental, spiritual, moral, or social development.

Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programs and policy manuals.

The implementation of the policy is the responsibility of the unit's human resources department, which does not permit minors to enter the factory as workers. There is a zero-tolerance policy for its breach.

Beesline International S.A.L. will take the appropriate measures to ensure no child labor occurs within the organization.

This includes but is not limited to;

- Recruitment policies verifying age documentation of employees
- Dissemination in contracts, policies, and available documentation such as signage regarding child labor laws and company position on child labor

Register of Labor Force

Beesline International S.A.L. will collect and maintain documentation from every worker verifying the age of each employee. These will be copies of original documents such as Identification cards, birth certificates, passports, visas, etc. Beesline International S.A.L. will not collect, or hold on to, original documentation for any reason.

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Where such documentation is not available, all efforts will be made to assess and verify the age of employees as per local practice or law.