CHILLON
TRADING LIMITED

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Policy Statement on Child Labour

a. Policy Commitment

CHILLON TRADING LIMITED does not engage in, support, or condone any form of child labour at any of its facilities, including owned, controlled, or subcontracted operations. This commitment is made in alignment with RJC Code of Practices (COP) 2024, Provision 19 (Child Labour), and the RJC Chain of Custody (CoC) 2024 Standard.

b. Minimum Working Age

The minimum age for employment applicable at CHILLON TRADING LIMITED is fifteen (15) years, in accordance with ILO Convention 138 (Minimum Age Convention) and Recommendation 146, which set the basic minimum working age at 15 years to allow children to complete compulsory schooling.

c. Worst Forms of Child Labour

CHILLON TRADING LIMITED does not engage in, or support, any of the worst forms of child labour as defined in ILO Convention 182 and Recommendation 190, including:

i. Hazardous child labour, which by its nature or circumstances is likely to jeopardise the health, safety, or morals of persons younger than 18 years.

ii. All forms of child slavery or practices similar to slavery, including debt bondage, trafficking of children, forced child labour, and the use of children in armed conflict.

d. Authorised Adolescent Workers (15–18 years)

Where authorised adolescent workers (persons aged 15 years and above but below 18 years) are employed, CHILLON TRADING LIMITED's management shall ensure that working conditions, working hours, and wages comply, as a minimum, with applicable local law, and that such workers are not exposed to hazardous work or conditions likely to jeopardise their health, safety, morals, or education.

e. Remediation of Child Labour

Where a child below the minimum working age is found to be working at CHILLON TRADING LIMITED, whether directly employed or engaged through a subcontractor, the Company shall:

i. Immediately withdraw the child from work.

ii. Undertake responsibility for the child's rehabilitation, including a documented remediation process that addresses the continued welfare of the child and the financial situation of the child's family.

iii. Where the child is not subject to compulsory education laws or attending school, seek alternative income-generation and/or vocational training opportunities, which may include decent and permissible employment appropriate to their age.

iv. Where the child is subject to compulsory education laws or attending school, provide adequate support to enable the child to attend and remain in school until completion of compulsory education.

v. Conduct a systemic review of the Company's approach to preventing child labour, to identify root causes of the non-conformance and implement controls to prevent recurrence.

f. Application to Subcontracted Labour

This policy applies equally to all subcontracted labour engaged by, or on behalf of, CHILLON TRADING LIMITED. The Company shall communicate this policy to all subcontractors and labour providers, and shall monitor compliance as part of its supplier and business partner due diligence.



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