CHILLON
TRADING LIMITED

Name of Company: CHILLON TRADING LIMITED.

Document Name: Policy Statement of Forced Labour

Document Number: CTL-POL-002

Date: 04/02/2026

Document Validity (YYY): 2026-2027

Next Revision Date: 03/02/2027

Policy Statement on Forced Labour

a. Policy Commitment

CHILLON TRADING LIMITED is committed to ensuring that forced, bonded, indentured, involuntary or prison labour is not practiced, used, or tolerated in any form at any of its facilities or within its supply chain. This commitment is made in alignment with RJC Code of Practices (COP) 2024, Provision 20 (Forced Labour), and the RJC Chain of Custody (CoC) 2024 Standard.

The Company ensures that all workers are engaged and remain employed on a strictly voluntary basis. Specifically, CHILLON TRADING LIMITED shall not:

i. Unduly restrict the freedom of movement of workers, whether in the workplace or in any on-site or company-provided housing.

ii. Retain original copies of any worker's personal identity or travel documentation, including passports, national ID cards, or work permits. Workers shall at all times have free and immediate access to their own documents.

iii. Use deceptive recruitment practices, or require workers to pay any deposits, equipment advances, or recruitment fees (in whole or in part) as a condition of recruitment or continued employment. Any such fees found to have been paid by workers shall be identified and reimbursed.

iv. Withhold any part of a worker's salary, benefits, or property in order to compel a worker to continue working.

v. Prevent workers from terminating their employment after providing reasonable notice, or as otherwise established under applicable law.

b. Human Trafficking and Third-Party Labour Providers

CHILLON TRADING LIMITED shall not engage in, or knowingly support, human trafficking, debt bondage, or any deceptive recruitment practice, whether directly or through labour recruiters, agencies, or providers engaged on the Company's behalf. This requirement is clearly communicated to all such third parties, and the Company shall monitor these relationships on an ongoing basis and remedy any negative human rights impacts identified.

c. Migrant and Contract Workers

Where migrant, contract, agency, or temporary workers are engaged, CHILLON TRADING LIMITED shall ensure that recruitment, employment terms, and wage payments meet the same standards of voluntariness, transparency, and fair treatment as apply to all other workers, and that all costs of recruitment are borne by the employer, not the worker.

d. Grievance Mechanism

Any worker or stakeholder may raise concerns relating to forced labour through the Company's confidential complaints and grievance mechanism, without risk of retaliation, penalty, or adverse consequence. Grievances will be investigated and resolved in a timely, fair, and transparent manner.

e. Monitoring and Corrective Action

Compliance with this policy shall be reviewed at least annually as part of the Company's management system review. Any reported or identified incidents relating to forced labour will be treated as a serious violation of Company policy and will trigger immediate investigation, remediation, and corrective action, including review of the effectiveness of controls to prevent recurrence.

CHILLON TRADING LIMITED.

Date: 04/02/2026