

	<b>APEX COCO AND SOLAR ENERGY LIMITED</b>	Doc No : APEX/POL/04
		Rev No : 0.0
	<b>POLICIES</b>	Date : 01/04/2023

### CHILD LABOUR POLICY

APEX COCO AND SOLAR ENERGY LIMITED endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labour, or exploitation of children in any of its global operations and facilities.

#### **Definition**

Child labour, as defined by the International Labour Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

We APEX COCO AND SOLAR ENERGY LIMITED,

- Will not employ children that fall into the definition as stipulated by the ILO Convention, notwithstanding any national law or local regulation;
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime, and working conditions;
- Is against all forms of exploitation of children. The company does not employ children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should a violation of these Principles become known to APEX COCO AND SOLAR ENERGY LIMITED and not be remediated, we will take serious action, including discontinuation of the business relationship;
- It is the responsibility of local management and the Human Resource Department to implement and ensure compliance with this policy at all APEX COCO AND SOLAR ENERGY LIMITED operations and facilities.
- Children above 15 to 18 years are considered as young labour and may employed in certain situations to support their education, Family support...They were allowed to work in low-risk areas such as accounting and quality Inspection.

#### **Remediation**

In cases where Child Labour is found at any of the facilities mentioned in Scope, Apex shall:

- Immediately request the removal of the child from the work area to ensure their safety.
- Report the occurrence to the relevant on site Manager
- Work with the site to review their hiring procedure to make sure no reoccurrence of this kind happens.

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## **Monitoring**

To ensure all the sites within the Scope avoid occurrences of Child Labour, Apex shall employ a variety of ongoing monitoring measures, including:

- Announced and unannounced audits at different sites to ensure thorough compliance to our Child Labour Policy.
- Enforcement of this Child Labour Policy at all the current sites in our supply chain and compulsory uptake of the same for all new suppliers or other contracts.
- Ensuring our Supplier Code of Conduct policy is well understood and acknowledged by all our relevant employees and suppliers.
- Ongoing training and continuous improvement efforts for all our relevant employees regarding the issues Child Labour.

  
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