



## 1 NO CHILD LABOR POLICY

### 1.1 Purpose

OWL endeavors 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 labor, nor exploitation of children in any of its operations and facilities

### 1.2 Scope

This document applies to all employees of OWL. In addition, it applies to personnel contracted by OWL to complete work on their behalf.

### 1.3 Policy

#### Introduction

The foundation of OWL 'No Child Labor Policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labor practices. It has been formulated in consideration with the acts. It therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

Child labor, as defined by the International Labor Organization (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.

#### Policy

OWL does not employ any person below the age of eighteen years at the workplace. OWL prohibits the use of child labor and forced or compulsory labor at all its units. No employee is made to work against his/her will or work as bonded/forced labor, or subject to corporal punishment or coercion of any type related to work.

#### 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 human resources department.

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Function	CEO
Date	01-02-2023
Signature	

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