

## Child Labour Policy

Child and forced labour are pervasive problems throughout the world. Unfortunately, there are no effective international agreements that define the practice or create enforcement mechanisms against them. As an employer and purchaser of services and goods, Astrum has a role to play in these issues. The company will:

- Ensure that no person below the age of 16 years is employed in the workplace
  - Prohibit the use of forced or compulsory labour in all operations
  - Ensure that no employee is made to work against his / her will or to work as bonded/ forced labour, or subjected to corporal punishment or coercion of any kind, related to work
  - Refrain from engaging with vendors and suppliers who resort to using child labour and forced labour in their operations. To this end, we have adopted the following Principles to reinforce its core value of treating all people with dignity and respect:
- Astrum will not tolerate the use of child or forced labour in any of its operations and facilities
  - We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.
  - We expect our suppliers and contractors with whom we do business to uphold the same standards
  - Should a pattern of violation of these Principles become known to us and not be corrected, we shall discontinue the business relationship
  - It is the responsibility of all management staff to implement and ensure compliance with these Principles.
  - This policy is communicated to all employees in an appropriate and meaningful manner

Signed  
Managing  
Director



2<sup>nd</sup> December 2025