

FRAMAR FORCED/CHILD LABOUR POLICY

Forced/Child Labour Prevention

Framar International is committed to upholding ethical standards in all aspects of its operations, including the manufacturing processes of its products. The Customer hereby warrants and represents that it shall not engage in or support any form of *Forced/Child* labor within its supply chain. The Customer requires all manufacturers and suppliers to adhere to the following principles:

-  **No *Forced/Child* Labour:** Manufacturers/Suppliers shall not engage in work or service which is exacted from any person under the menace of any penalty for its nonperformance and for which the worker does not offer work or service voluntarily. This includes forced or indentured child labour. Manufacturers/suppliers shall not employ any person under the legal minimum age for employment in their country.
-  **Safe Working Conditions:** Manufacturers and suppliers shall provide a safe and healthy working environment for all employees, free from hazards and risks that may cause harm.
-  **Fair Compensation:** Manufacturers and suppliers shall provide employees with fair wages and benefits that meet or exceed legal requirements.
-  **Compliance with Laws:** Manufacturers and suppliers shall comply with all applicable laws and regulations regarding *forced and* child labor, including but not limited to the International Labor Organization (ILO) conventions and local labor laws.

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