

	CHILD LABOUR POLICY	Document Name	Policy
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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 the age of 18 that is hazardous to the physical or mental health of the child.

In the conduct of its business, **INTEC ENERGY**;

- Will not employ children that falls in to the definition as stipulated by 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 provide employment to children before they are reached the legal age to have completed their compulsory education, as defined by the related 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 violation of these Principles become known to **INTEC ENERGY** and not be remediated, we will take serious action, including discontinuation of the business relationship;
- It is the responsibility of local management and Human Resources Department to implement and ensure compliance with this policy at all **INTEC ENERGY** operations and facilities.

Prepared by	Approved by
ESG Manager	CEO