

ROMAN[®]

Roman Ltd

Child Labour Policy

1. Introduction

- 1.1 Roman Ltd is committed to promoting and ensuring the protection of children's rights. We adhere to international standards and national laws concerning child labour. This policy outlines our stance on child labor and our commitment to its eradication.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners associated with Roman Ltd.

3. Definitions

- 3.1 - **Child:** Any person under the age of 18.
- 3.2 - **Child Labour:** Any work that deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical and mental development. This includes work that is mentally, physically, socially, or morally dangerous and harmful to children; and interferes with their schooling.

4. Policy Statement

- 4.1 Roman Ltd strictly prohibits the use of child labour in any of our operations and activities. We are committed to:
- 4.1.1 Complying with all relevant national and international laws and regulations concerning child labour.
- 4.1.2 Not employing children under the legal working age as defined by the country's law and international standards.
- 4.1.3 Supporting programs and initiatives aimed at the eradication of child labour.

5. Responsibilities

- 5.1 **Management:** Ensure the implementation and enforcement of this policy. Regularly review and update the policy in line with legal requirements and industry best practices.
- 5.2 **Employees:** Adhere to the policy and report any instances of child labour within the company or its supply chain.
- 5.3 **Suppliers and Business Partners:** Ensure compliance with this policy. Implement measures to prevent and address child labour within their operations.

6. Monitoring and Compliance

- 6.1 Roman Ltd will regularly monitor and audit our operations and those of our suppliers to ensure compliance with this policy. Non-compliance will result in corrective actions, which may include termination of contracts with suppliers or disciplinary actions against employees.

7. Reporting and Remediation

7.1 In the event that child labour is identified within our operations or supply chains, Roman Ltd is committed to taking immediate effective steps to protect the affected child or children and provide appropriate mediation. The remediation process will prioritise the best interests of the child, ensuring that all actions are carried out in a manner that supports their safety, education and development. The following steps will be undertaken:

7.1.1 Immediate Assessment and Removal:

- Upon identification of a child labour case, Roman Ltd will conduct a thorough assessment to determine the nature and extent of the situation. This will involve consulting with relevant stakeholders, including local authorities, child protection agencies, and the child's family (where appropriate).
- If the child is found to be working in conditions that are harmful or in violation of local or international child labour laws, the child will be immediately removed from the work environment. Care will be taken to ensure this process does not cause additional harm to the child.

7.2 Provision of Support and Rehabilitation:

- The child will be provided with access to appropriate support services, such as healthcare, psychological counseling, and educational opportunities. Roman Ltd will collaborate with local child protection agencies and non-governmental organisations to facilitate these services.

7.3.1 Corrective Actions and Preventative Measures:

- The company will review its practices and supply chain processes to identify any gaps that may have contributed to the incidence of child labour. Immediate corrective actions will be implemented to prevent reoccurrence.
- Training and awareness programs will be provided to all employees, suppliers, and stakeholders on child labour policies, child rights, and ethical sourcing practices.

7.4 Monitoring and Reporting:

- Regular monitoring will be conducted to ensure the effectiveness of the remediation measures and that the child is not exposed to further risk.
- All cases of child labour and the actions taken will be documented and reported to relevant stakeholders and regulatory bodies, in accordance with applicable laws and policies.

7.5 Any concerns or reports regarding child labour practices should be reported immediately to the HR Department. Roman Ltd will investigate all reports thoroughly and take appropriate action to resolve any issues.

8. Training and Awareness

8.1 We will provide training and raise awareness about the importance of preventing child labour among our employees, suppliers, and business partners.

9. Review of Policy

9.1 This policy will be reviewed annually and updated as necessary to ensure its effectiveness and alignment with legal and industry standards.