

At Bluesource, we strongly believe we have the responsibility to engage in employment practices that meet the highest legal and ethical standards, especially with regards to the company's policies governing the minimum age and working conditions of its own employees and the employees of our suppliers.

This policy and statement of the company's principles on child labour and forced labour has been developed as an expression of its own commitment and the expectations we have for our suppliers. Bluesource also strongly encourages its supply chain to require their own suppliers adhere to these principles as well. We seek to make these principles as relevant and effective as possible and may amend its principles and this policy from time to time, as necessary, to uphold these values and legislative and legal requirements.

Bluesource does not accept child labour or forced labour and supports the UN Convention on the Rights of the Child (UNCRC) and that of the International Labour Organisation (ILO), collectively referred to as the "Conventions".

## Bluesource operation

Bluesource does not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labour. In accordance with the Conventions and national laws, the company will restrict employment to those aged 18 or older. No employee is made to work against their will or work as bonded/forced labour, or subject to punishment or coercion of any type related to work.

Any temporary workers utilised by the company and all third party employed workers who perform work for Bluesource, shall meet these minimum age requirements. Bluesource also explicitly prohibits the use of forced labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty.

## Company Suppliers

The Company will not tolerate the use of unlawful child labour or forced labour in the manufacture or supply of any goods and services it sells and will not accept products or services from suppliers, subcontractors, or business partners (collectively referred to as "Suppliers") that employ or utilise child labour or forced labour in any manner. The Company's Suppliers shall not employ or utilise in any manner any individual below the minimum employment age set by national law.

Should a Supplier be found or suspected to be utilising such activities, Bluesource shall investigate as far as reasonably practical and initiate disciplinary measures, which may result in ceasing the use of a breaching Supplier or applying sanctions.

## Implementation


This policy is publicly available throughout the company and clearly communicated to all employees in a manner that can be understood through induction programs and policy manuals. The implementation of the policy is the responsibility of the HR and Operations departments. There is zero tolerance policy towards its breach. Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained and are open to verification by any authorised personnel or relevant statutory body.

## Monitoring & Audit

The age of its employees is monitored by Bluesource's HR department to ensure its workers are of an appropriate age to comply with its minimum age requirements to support the Conventions. Ages are audited against verified documents, such as passports and driving licenses.

Suppliers are expected to monitor and audit their own compliance against the Conventions. Bluesource has a Whistleblowing Policy in place should anyone suspect a Supplier not complying with these requirements.

## Sign Off

For Bluesource	
Name	Nick Jagers
Position	Head of Operations
Signature	
Date	22 February 2024

## Revision History

Revision Date	Reviser	Description of Revision
30/08/2023	Nick Jagers	Policy updated and republished
22/02/2024	Nick Jagers	Reviewed and rebranded