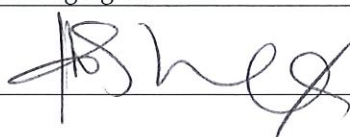
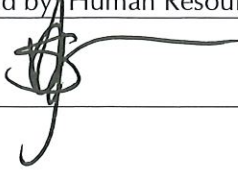
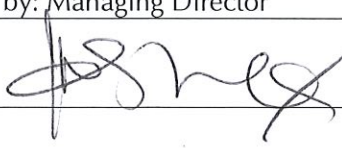


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	Issued by: Human Resources Manager	Approved by: Managing Director	
			

CHILD LABOUR POLICY

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1. Introduction:

Child labour is defined as subjecting a person, deemed to be a child, to any work that harms a child's well-being and hinders his or her education, development and future livelihood. Child labour is work which by its nature and/or the way it is carried out, harms, abuses and exploits the child and deprives the child of an education.

2. Core Principles:

Tambankulu Estates believes that children should have the right to education and a healthy life, and is committed to ensuring that children, under the age of 18 years, are not employed by the company for any work-related purpose.

3. Compliance

Tambankulu Estates supports relevant National laws and international agreements, such as the ILO Child Labour Convention, 1999.

4. Commitment

Tambankulu Estates will not knowingly participate in any activities which could be categorised as using child labour.

5. Mitigations

In pursuing this objective of avoiding child labour, Tambankulu Estates will:

- 5.1. ensure that at time of hiring, the age of all employees (permanent/seasonal/fixed term) is positively checked against his/her national identity document.;
- 5.2. Inform contractors and other parties performing work for the company about this policy, which will be considered as integral part of their contractual obligations toward the company.

6. Roles and Responsibilities

It is the obligation of employees and managers to report child labour activities that they witness, or that are reported to them.

7. Remediations:

- 7.1. Children wrongfully employed will be terminated from employment with immediate effect having regard to all legal formalities.
- 7.2. Correction action shall be taken against company employees who wilfully are in breach of this policy.

8. Review

This Policy shall be reviewed every three years and/or as maybe required.