



CHILD LABOUR POLICY

1. Purpose

The purpose of this policy is to ensure that our company upholds the highest standards of ethical behavior regarding child labour. S.J. Abed is committed to protecting the rights of children and ensuring that no child is employed or engaged in any form of labour within our operations or supply chain.

2. Scope

This policy applies to all employees, contractors, subcontractors, suppliers, and partners associated with our company. It covers all operations, activities, and services provided by our company.

3. Definitions

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

4. Policy Statements

- **Prohibition of Child Labour:** Our company strictly prohibits the employment of children under the age of 18 in any capacity within the organization or its supply chain
- **Adherence to Legal Standards:** We commit to complying with all relevant child labour laws and regulations in the countries where we operate
- **Monitoring and Auditing:** Our company will conduct regular audits and assessments to ensure that no child labour is being used in any part of our operations or supply chain. Any instances of child labour identified will be addressed immediately and appropriately
- **Supplier and Partner Compliance:** Suppliers and partners are required to adhere to this policy and provide evidence of compliance upon request
- **Remediation and Support:** If child labour is discovered in our operations or supply chain, we will take immediate action to remediate and support the affected children.



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Child Labour Policy

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This includes removing them from harmful work conditions and ensuring they have access to education and other necessary services. Any violation of this policy will result in the immediate termination of the business relationship and may lead to legal action.

5. Implementation and Monitoring

Our Human Resources department is responsible for implementing and monitoring compliance with this policy

- **Training and Awareness:** Regular training and awareness programs will be conducted to educate employees, contractors, suppliers, and partners about the importance of preventing child labour
- **Continuous Improvement:** Our company will conduct periodic reviews and assessments of our operations and supply chain to ensure compliance with this policy.

6. Reporting and Whistleblowing

- Employees, contractors, subcontractors, suppliers, and partners are encouraged to report any suspected violations of this policy. Reports can be made anonymously and without fear of consequences or retaliation
- Our company will thoroughly investigate all reports of suspected child labour and take appropriate action to address any violations.

7. Review and Update

- This policy will be reviewed annually and updated as necessary to ensure continued relevance and compliance with applicable laws and regulations.

Joseph J. Abed
Director



Date: 10-03-2025