

LMS COMPLIANCE LTD.		CHILD LABOUR AND FORCED LABOUR POLICY MY/HRD/011	
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Issue by:

HR Department



Reviewed And Approved by:

Ooi Shu Geok
CEO

1.0 INTRODUCTION

At LMS Compliance Ltd. and all its subsidiaries and associated companies (hereinafter collectively referred to as "LMS Compliance"), we are deeply committed to conducting our business with integrity, respect, and social responsibility. We firmly believe in upholding the rights and dignity of every individual involved in our operations and supply chain. As part of our commitment to human rights, we have developed this Child Labour and Forced Labour Prevention Policy to counter significant risks of incidents related to child labour and forced labour within our sphere of influence.

2.0 POLICY STATEMENT

2.1 Prohibition of Child Labour and Forced Labour:

We strictly prohibit the use of child labour and forced labour in any part of our operations, including our supply chain. We define "child" in accordance with the International Labour Organization (ILO) Convention No. 138 and "forced labour" in alignment with the ILO's Forced Labour Convention, No. 29.

2.2 Compliance with Laws and International Standards:

We adhere to all applicable local and international laws and regulations related to child labour and forced labour, including the ILO Conventions. Our policy aligns with the United Nations Guiding Principles on Business and Human Rights and the Children's Rights and Business Principles.

2.3 Supplier Due Diligence:

We conduct thorough due diligence on all our suppliers to assess and prevent potential risks of child labour and forced labour in our supply chain. Suppliers found to be involved in such practices or violating our policy will face immediate corrective action or termination of the business relationship.

2.4 Worker Awareness and Education:

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We ensure that all our employees, contractors, and suppliers are informed about our Child Labour and Forced Labour Prevention Policy and their responsibilities in upholding these principles. Regular training and awareness programs are conducted to promote understanding and compliance.

2.5 Grievance Mechanisms:

We maintain a confidential and accessible grievance mechanism that allows workers, suppliers, and other stakeholders to report concerns related to child labour and forced labour without fear of retaliation. All complaints are thoroughly investigated, and appropriate actions are taken to address any violations.

2.6 Community Engagement:

We actively engage with local communities where we operate to promote awareness of child labour and forced labour issues. We support initiatives that improve access to education, healthcare, and social services to create an environment where such practices are less likely to occur.

2.7 Continuous Improvement:

We are committed to continuous improvement in our efforts to prevent incidents of child labour and forced labour. We regularly review and update our policy and practices to align with evolving best practices and international standards.

2.8 Reporting and Transparency:

We are dedicated to transparency in reporting on our child labour and forced labour prevention efforts. Our annual sustainability reports provide stakeholders with information on our progress, challenges, and commitments in this critical area.

3.0 CONCLUSION

At LMS Compliance, we recognize the gravity of child labour and forced labour as human rights violations. Our Child Labour and Forced Labour Prevention Policy reflects our unwavering commitment to eradicating such practices from our operations and supply chain. We firmly believe that by upholding these

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principles, we can contribute to a world where every individual's rights are respected, and their wellbeing is safeguarded.

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