

## MODERN SLAVERY /CHILD LABOUR POLICY

### Our commitment

**Modern Slavery** is the deprivation of a person's liberty by another in order to exploit them for commercial or personal gain. This is a violation of an individual's fundamental human rights.

**Child Labour** involves the exploitative employment of children that may interfere with their education, health, physical wellbeing and social development.

**BYTE CONSTRUCT** strongly rejects any form of modern slavery. Byte Construct recognises that it plays a role in the global effort to eradicate Modern Slavery in line with the United Nations' sustainable development goals. Byte Construct is dedicated to eliminating all forms of modern slavery from within its business undertakings and supply chain.

### Our approach

**BYTE CONSTRUCT** supports positive working relationships and recognizes that the creation and maintenance of safe, harmonious and productive workplaces is the responsibility of all employees, contractors and anyone working at **BYTE CONSTRUCT** workplace including our supply chain.

### Modern Slavery / Child Labour Policy in practice

- Comply with the terms of industrial instruments, employment contracts, all applicable laws and codes of practice and Code of Business Conduct.
- Ensure that all legal limitations regarding employment of people below the age of 15 are followed. There should be no exposure to any form of hazardous work, night shifts or extended working hours. This shall also apply to Byte subcontractors.
- Conduct risk assessment and pre-qualification assessments to determine if any of our supply chain is at risk from modern slavery / child labour and only engage suppliers / sub-contractors who adhere to the same values.
- Inclusion of clauses within our contractual documentation prohibiting the use of any form of slavery / forced labour.
- Non-compliance or breaches of this Policy may result in disciplinary action which may include the termination of employment or termination of contract.



Terry Hare - Director

Date: 23<sup>rd</sup> July 2021

