

# Forced Labour and Child Labour Policy

Carte International (the “Company”), is committed to preventing and reducing the risks of forced labour and child labour in its operations and supply chain. The Company’s business and supply chain partners are expected to uphold this principle. Our commitment is guided by the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) of Canada, which imposes an obligation on certain private-sector entities to report on their measures taken to prevent and reduce the risk that forced labour or child labour is used by them or in their supply chains.

The Company’s Forced Labour and Child Labour Policy (the “policy”) complements the requirements set out in the Supplier Code of Conduct.

The Company will review and update this policy at regular intervals to ensure compliance with changing laws and regulations.

This policy applies to all employees, contractors, and anyone performing any work or services on behalf of the Company.

## Definitions

The following definitions apply in this policy.

As per the Act, **Forced labour** means labour or service provided by a person under circumstances that could reasonably be expected to cause the person to believe that they must provide the labour or service or face penalty, or that their safety or the safety of a person known to them would be threatened if they did not offer the labour or service voluntarily.

As per the Act, **Child labour** means labour or services provided by persons under the age of eighteen (18) years that:

- a) are provided in Canada under circumstances that are contrary to the laws applicable in Canada;
- b) are provided under circumstances that are mentally, physically, socially or morally dangerous to them; or
- c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work.

## Approach

In the efforts to eliminate forced labour and child labour in our supply chain, we take actions to prevent and remediate any forced labour or child labour violations including:

**Adopting** responsible business conduct through our Supplier Code of Conduct, Forced Labour and Child Labour Policy, and Policy acknowledgment and compliance.

**Identifying** and assessing adverse impacts.

**Cooperating** in remediation when appropriate.

**Complying** with the annual reporting obligations outlined in the Act.

**Training** key stakeholders on forced labour and child labour.

## Strategy For Forced Labour and Child Labour Prevention

### Responsible Sourcing Practice

The Company takes forced labour and child labour into consideration as one of the criteria when selecting suppliers. Our suppliers must ensure their practices do not permit forced labour or child labour.

### Age Verification

During the hiring process the Company uses government issued photo IDs to verify the candidate's age and identity. The Human Resources Department or designate, must visually confirm the candidate's age and identity in person and prior to the individual commencing work for the Company.

## Employee Responsibilities

Employees must read, understand and comply with this policy.

The prevention, detection and reporting of forced labour and child labour are the responsibility of all employees. Employees must notify their manager or Human Resources Representative as soon as possible, if they have reason to believe or suspect that a conflict with or violation of this policy has occurred or may occur.

## Reporting Violations

Any person may report to the Company any suspected violations of regulations, laws and/or this Forced Labour and Child Labour Policy. Violations should be reported to the Company at [ethics@carte.ca](mailto:ethics@carte.ca).

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