

Policy Name	Child Labour
Policy Type	Group Policy
Document Number	SKtes-GRPCOM-HUM- 012

1. POLICY STATEMENT

SK tes strictly prohibits the use of child labour in any part of its operations or supply chains.

2. DEFINITIONS

Child refers to any person (employed) under the age of 15.

3. POLICY

- 3.1. As a standard (default position) practice, only people who are aged 18 years and above can be employed.
- 3.2. Exceptions (with conditions) can be extended for interns and apprentices between the age of 16 to 18 years, who are employed either as part of their approved educational curriculum or as part of their vocational training to be a tradesman.
- 3.3. Employment of persons under the age of 15 is prohibited.
- 3.4. Site management or any staff who has suspicions or is aware of instances where business transactions could involve child labour must immediately report them.
- 3.5. Appropriate assessments and due diligence will be conducted to identify and promptly address any risks of child labour residing within the operations and supply chains.
- 3.6. Business partners will be required to provide information regarding their policies and practices related to child labour.
- 3.7. Training and awareness programs will be provided to employees and business partners to ensure understanding and compliance with this policy.

4. OTHERS

- 4.1. Anonymous report can be raised using this link: <https://www.sktes.com/ethics>