



CHILD LABOR POLICY

Royal Wave ENT (“Royal Wave”) endeavors to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labor, nor exploitation of children in any of its global operations and facilities. Definition Child labor, as defined by the International Labour Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child. In the conduct of its business, Royal Wave: • Will not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation; • Will comply with all other applicable child labor laws, including those related to wages, hours worked, overtime and working conditions; • Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities; • Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these Principles become known to Royal Wave and not be remediated, we will take serious action, including discontinuation of the business relationship; • It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all Royal Wave operations and facilities.

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