

VJDS International Inc. Child Labour Policy

Effective Date: 20th March 2013

Approved By: Directors

Owned By: VJDS International Inc.

Updated: 17th November 2024

1. Purpose and Scope

At VJDS International Inc., we are committed to ensuring the protection of children's rights and upholding the highest standards of ethical practice in all aspects of our business. This Child Labour Policy outlines our commitment to preventing and eliminating child labour in our operations and supply chains. This policy applies to all employees, contractors, suppliers, and business partners.

2. Commitment to Human Rights

We recognize that child labour is a violation of human rights and can have detrimental effects on children's development, health, and education. VJDS International Inc. adheres to the principles of the United Nations Convention on the Rights of the Child, the International Labour Organization (ILO) Convention No. 138 on the Minimum Age for Admission to Employment, and the ILO Convention No. 182 on the Worst Forms of Child Labour.

3. Definition of Child Labour

Child labour refers to any work that:

- Is mentally, physically, socially, or morally harmful to children.
- Interferes with their education by depriving them of the opportunity to attend school.
- Puts their health, safety, or moral development at risk.

The minimum age for employment within VJDS International Inc. is aligned with the legal minimum age requirements in the country of operation and ILO standards. In no case shall the minimum age be less than 15 years of age or the legal age for employment, whichever is higher.

4. Prohibition of Child Labour

VJDS International Inc. strictly prohibits the use of child labour in all its operations, including manufacturing, supply chains, and third-party services. We will not knowingly engage with suppliers or partners who employ child labour.

5. Identification and Remediation

In the event that child labour is identified in our operations or supply chain, we will take immediate corrective action. This may include:

- Providing support to the child to ensure their safe removal from hazardous work and facilitate access to education and rehabilitation.
- Working with local authorities and NGOs to support the child's reintegration into the community.

- Terminating contracts or business relationships with any suppliers found to be in violation of this policy.

6. Due Diligence and Supplier Requirements

We will take the following steps to prevent child labour in our supply chain:

- Conducting due diligence and risk assessments to ensure that our suppliers are not engaging in child labour.
- Including provisions in supplier contracts that mandate compliance with this Child Labour Policy.
- Conducting regular audits of our suppliers and subcontractors to verify their adherence to this policy.

7. Training and Awareness

We will provide training and raise awareness among our employees, suppliers, and business partners on the risks of child labour and the importance of this policy. Employees will be informed about their role in identifying potential child labour situations and how to report them.

8. Reporting Mechanism

VJDS International Inc. is committed to transparency and encourages all employees, contractors, suppliers, and stakeholders to report any concerns or violations related to child labour. Reports can be made anonymously through the following channels:

- Email: HR@vjdsint.com
- Phone: 780-938-6101

All reports will be investigated promptly, and appropriate corrective action will be taken.

9. Compliance and Enforcement

Compliance with this policy is mandatory for all employees and business partners of VJDS International Inc.. Any employee or supplier found to be in violation of this policy will face disciplinary action, which may include termination of employment or business relationships.

10. Continuous Improvement

VJDS International Inc. is committed to continuously improving our practices to prevent child labour. We will review and update this policy as required, conduct audits, and seek ways to collaborate with stakeholders to enhance our child protection efforts.