



Elimination of Child Labour Policy

Introduction

Connexion Developments Ltd. is committed to the elimination of child labour and upholding ethical labour practices. This policy reflects the Company's dedication to implementing meaningful, practical, and culturally appropriate measures to eradicate child labour. The policy has been formulated in accordance with relevant legislation and endorses the need for proactive initiatives to eliminate such practices.

Policy Statement

Connexion Developments Ltd strictly prohibits the employment of individuals below the age of eighteen in the workplace. However, the Company may consider part-time, apprenticeship, or work experience opportunities for young individuals only if such engagements serve their best interests, comply with all applicable laws, and do not pose any harm or detriment to their well-being. Under no circumstances does Connexion Developments Ltd permit the use of child labour, forced labour, or compulsory labour. Employees are never coerced into work, subjected to bonded or forced labour, or exposed to corporal punishment or any form of coercion.

Implementation

This policy is communicated effectively throughout the Company and made accessible to all employees via induction programmes and policy manuals. The Managing Director is responsible for ensuring compliance and does not permit minors to be employed within the workplace.

Connexion Developments Ltd. maintains a zero-tolerance approach to any breach of this policy. Employment records, including all necessary employee details such as age verification, are meticulously documented and available for review by authorised personnel or relevant statutory bodies.

Monitoring and Audit

To ensure adherence to this policy, Connexion Developments Ltd. conducts periodic assessments, including annual random audits of employment records.

Review

This Elimination of Child Labour Policy will be reviewed regularly by the Managing Director, at least once annually, and may be revised as necessary to ensure continued compliance and effectiveness.

Signed: *Michael G Freye* Managing Director

Print name: Michael G Freye

Dated: 11th March 2025