



Our Child and Forced Labour Policy

Mitchell Cotts Freight (MCF) Statement of Principles on Child Labour and Forced Labour is based on International Labour Organization (ILO) conventions and national laws where we operate in, and recognizes regional and cultural differences. It reaffirms MCF continued commitment to restrict employment to those above age 18, or the local minimum employment age, or the mandatory school age, whichever is higher. Our policy also includes an explicit ban on the use of any forced labour or exploitative working conditions.

We communicate this policy to our direct suppliers, licensees and joint ventures, and we include a clear contractual obligation to meet these requirements as an ongoing condition of our business relationship. We believe that promoting fair and appropriate employment at MCF and within our supply chains is a critical part of the commitments we make to our people and local communities.

Our Statement of Principles on Child and Forced Labour

MCF strongly believes it has the responsibility to engage in employment practices that meet the highest legal and ethical standards. Nowhere is this responsibility more important than in the company's policies governing the minimum age and working conditions of its own employees and the employees of its suppliers.

MCF has developed this Statement of Principles on Child and Forced Labour as an expression of its own commitment and the expectations we have for our suppliers and business partners. In addition, we strongly encourage our suppliers and business partners to require their own suppliers to adhere to these Principles as well.

A. MCF Own Operations

MCF does not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labour.

In accordance with the conventions of the International Labour Organization (ILO) and national laws, MCF will restrict employment to those age 18 or older, or the local minimum employment age, or the mandatory schooling age, whichever is higher. Furthermore, all temporary workers utilized by MCF, and all third party-employed workers who perform work on MCF premises, shall meet these minimum-age requirements. MCF also explicitly prohibits the use of forced labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty.

B. MCF Suppliers

MCF will not tolerate the use of unlawful child labour or forced labour amongst its suppliers and business partners and will not accept any goods or services from suppliers, sub-contractors or business partners that employ or utilise child labour or forced labour in any manner.