



COMPANY POLICY: LABOUR

Author: Andrew Dunne

Page: 1 of 1

Ref. SR008 Rev 23.01.2025

Policy Review Frequency: Annual

Bonded labour

Going further to fight bonded labour. Bonded labour occurs when a person is forced to work in exchange for the repayment of a debt or other obligation — sometimes levied as a fee for receiving a job in the first place.

Slavery (Forced Labour) Ref: SR018 Policies (Anti Slavery) Rev 23.01.2025

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

Colorman prohibits human trafficking in suppliers facilities and operations, as well as the use of any form of forced, coerced, bonded, indentured or prison labour.

Underage labour (Child)

Underage labour is unacceptable. Colorman strictly prohibits underage labour. In addition to a zero tolerance policy, we partner with customers and stakeholders to continuously improve training, communication, and detection methods for false identification to eliminate underage labour throughout the supply chain.

Authorisation by:

Andrew Dunne

Director of
Compliance

See header

Printed Name

Signature

Title

Date