



Paull & Warner Resources (PWR) is committed to supporting international efforts against child and forced labour in conformance with the PWR code of Business Conduct and Ethics by prohibiting child or forced labour use or involvement within any aspect of our business operations.

PWR support and respect human rights in accordance with the Universal Declaration of Human Rights, and actively seek to ensure we are not complicit in human rights abuses committed by others.

This policy applies to all PWR entities, all employees and all PWR agents.

PWR:

- Is committed to the elimination of all forms of forced and compulsory labor and to the international effort to abolish child labor.
- Will ensure no employee of PWR may hire child or forced labour on behalf of PWR.
- Will ensure all employees remain vigilant to and are made alert to any evidence of child or forced labor abuses in operations linked to our businesses.
- Will ensure our employees immediately report any suspected instances of child or forced labour to their manager and to our local Compliance Manager.
- Consider student education work experience that has been approved by PWR in accordance with International standards not to constitute child or forced labour.
- Will not tolerate the use of unlawful child labour or forced labor in the manufacture of products it sells and will not accept products or services from suppliers, subcontractors or business partners (collectively referred to as "Suppliers" if not individually referred to as contractors/subcontractors) that employ or utilise child labour or forced labor in any manner.

The Managing Director of PWR is accountable to the Board of Directors to ensure this policy is implemented and that its effectiveness is reviewed annually. The application of this policy is the responsibility of all PWR staff and contractors.

Simon Paull  
Managing Director

Document Name	Human Rights and Forced Labour Policy	Issue Date	03/12/2024	Review Date	03/12/2026
Document ID	PWR-POL-008 V2.2	Document Approver	S Paull	Page Number	Page 1 of 1