

## Child Labour Policy

### Commitment to the Elimination of Child Labour

Zenergy Asia Pacific Pty Ltd (Zenergy) is deeply committed to the eradication of child labour, which is central to our organisational beliefs and values. We strive to ensure that our company does not participate in, or contribute to, the exploitation of children in any form. Furthermore, we actively support initiatives aimed at ending child exploitation to the best of our ability and influence.

### Zero Tolerance Policy

Zenergy maintains a strict policy of not engaging in business with any organisation involved in the exploitation of children. This stance is non-negotiable and forms a core part of our business ethics and decision-making processes.

### Definition of Child Labour

Child labour is defined as work that robs children of their childhood, disrupts their education, diminishes their potential, and undermines their dignity. Such labour is considered harmful to the mental, physical, and social wellbeing of children.

### Legal Compliance and Standards

Zenergy is fully aware of, and complies with, child protection laws in Australia. We also adhere to the National Principles for Child Safe Organisations in all our interactions with children and young people. At present, Zenergy does not employ children or young people, nor do we engage in any form of child-related employment.

### Expectations for Partners and Suppliers

Our commitment to eliminating child labour extends beyond our own operations. We require that all vendors, suppliers, and contractors with whom we do business uphold the same standards. Furthermore, we expect these partners to ensure that their own supply chains—including their suppliers, subcontractors, and other stakeholders—also support the elimination of child labour.

### Ethical Purchasing Practices

Zenergy leverages its purchasing power to promote the eradication of child labour. We prioritise the procurement of products bearing the Fairtrade mark and logo, thereby supporting ethical supply chains. This approach applies to a range of items, such as coffee, tea, stationery, and other relevant products.



**Dean Woods**, Director Zenergy Safety, Health and Wellbeing

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