



## *Elimination of Child Labour Policy Statement*

### **Introduction**

The foundation of Connexion Developments Ltd.'s 'Elimination of Child Labour' Policy is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It has been formulated in consideration with the acts. It therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

### **Policy Statement**

Connexion Developments Ltd (Solenoid Valves UK Ltd) does not employ any person below the age of eighteen years at the workplace, unless under an apprenticeship or work experience supervised, monitored and approved scheme if it is in their best interests to do so, it is not unlawful, harmful or detrimental to that persons wellbeing. Connexion Developments Ltd prohibits the use of child labour, forced or compulsory labour at all times. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

### **Implementation**

The policy is available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes and policy manuals. The implementation of the policy is the responsibility of the Company's Managing Director who does not permit minors to enter the workplace as workers. There is zero tolerance policy towards its breach. Employment contracts and other documented information, documenting all relevant details of the employees, including age, are maintained at Connexion Developments Ltd are open to verification by any authorised personnel or relevant statutory body.

### **Monitoring and Audit**

Periodic assessment is conducted annually through random checks of documented information.

### **Review**

Following its initial adoption, this Elimination of Child Labour Policy Statement will be reviewed by the Managing Director on a regular basis (at least annually) and may be amended from time to time.

For and on behalf of Connexion Developments Ltd  
Managing Director

*Michael Freye*

MICHAEL FREYE