

## FORCED, PRISON AND BONDED LABOUR POLICY

Policy on the restriction of use of any form of Forced, Bonded or Prison Labour will provide assurance that workers' rights with regard to this principle are guaranteed by the business.

Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) will provide employment that is freely chosen by employees, and not make use of any form of bonded or prison labour.

Lalan is committed;

- Not to employ any person who are in prison as a punishment according to the justice of law in democratic, socialist, republic of Sri Lanka.
- Ensuring not use or support the use of any type of forced or bonded labour, including slavery, prison labour, or labour demanded of employees because of their debt.
- Not to make deposits/financial guarantees and shall not retain identity documents (such as passports, identity cards, etc.) from employees at the employment.
- Ensure that employees are free to leave the company premises after giving the proper notice that they understand the rules about leaving and that the company will provide other relevant help needed.
- Ensure employees are free to leave their place of work at the end of a shift.

This policy applicable to all Employees, Management, Visitors, Contractors, Suppliers and Service Providers. Lalan Group of Companies commits to apply this policy at all times, to all activities within the business we operate. During our recruitment process this policy will be most effective and will be reviewed on an annual basis.

Signature (CEO):  .....

Date: 21.06.2021