

# LAKE AND LAGOON DREDGING LTD

## Anti-Child Labour Statement

### Definition

Child labour as defined by the International Labour Organisation (ILO) Convention is “work done by children under the age of 12, work by children under the age of 15 that prevents school attendance, and work done by children under the age of 18 that is hazardous to the physical or mental health of the child.

LLD endeavours to provide a conducive working environment that is characterised by equality and mutual respect. The company will not tolerate the use of child or forced labour, or exploitation of children in any of its operations.

LLD, in the conduct of its business:

- Will not employ children that falls into definition as stipulated by the (ILO) Convention.
- Will comply with all other applicable labour laws, including those related to wages, hours worked, overtime and working conditions.
- Is against all forms of child exploitation.
- Expects its business partners and associates to have and uphold similar standards.
- Ensure that local management and Directors implement and ensure compliance with this policy.

Signed

Director Simon Shrimpton

Signed

Director Paul Costigan

Date.....01/01/2019.....