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Child Labour Policy

Statement of Intent

Errigal is committed to the protection and well-being of children and unequivocally opposes all forms of child labour. This commitment is rooted in the company's ethical standards and its adherence to international laws and conventions, such as the International Labour Organisation (ILO) conventions and the United Nations Convention on the Rights of the Child, as well as local legislation in every region where we operate.

Errigal recognises that the exploitation of child labour not only endangers young lives but also undermines their right to education, personal development, and a safe environment. As part of our commitment to sustainable and responsible business practices, we strive to create and maintain workplaces and supply chains that are free from any involvement of child labour.

Our policy applies to all operations, partnerships, and supply chains. Errigal expects every supplier, subcontractor, and partner to uphold the same high standards. This policy forms an essential part of our social responsibility commitments, ensuring that all our business activities support the welfare of children and contribute to broader societal goals, including the elimination of child labour globally.


Responsibilities

At Errigal, the ultimate responsibility for enforcing the Child Labour Policy lies with the Board of Directors, ensuring that sufficient resources are allocated to uphold the policy's standards and support its ongoing monitoring. Operational management is responsible for implementing this policy within day-to-day operations and for actively preventing any involvement of child labour in all processes and projects. Every employee is expected to support this commitment by reporting any concerns related to child labour and upholding the company's ethical standards in their work. We also require contractors, subcontractors, and suppliers to comply with our policy, ensuring that all services and products provided are free from child labour and meet Errigal's ethical expectations.

Arrangements

Errigal commits to taking concrete steps to ensure that child labour is not present within any part of its operations or supply chain. This commitment is upheld through rigorous vetting of all suppliers, subcontractors, and partners, ensuring that they meet Errigal's standards for ethical labour practices. Regular audits and reviews are conducted to maintain this standard, and corrective actions are promptly initiated should any non-compliance with our policy be identified.

Errigal's supply chain practices also include ongoing engagement with our partners to reinforce awareness of ethical labour practices and child labour laws. We require contractual agreements that mandate

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compliance with our child labour policy, making adherence to these standards a non-negotiable part of all business relationships.

In addition, Errigal maintains accessible and confidential reporting channels for employees, suppliers, and partners to report any suspected violations of this policy. These channels support swift investigation and appropriate action, reinforcing a culture of responsibility and vigilance across all levels of our operations.

Through these measures, Errigal ensures the continuous monitoring, evaluation, and improvement of practices across all operations to uphold our zero-tolerance approach to child labour.

Performance, Monitoring and Review

Errigal maintains an active monitoring system to ensure compliance with our Child Labour Policy and the ethical standards it upholds. This includes regular evaluations as part of our Annual Management Review, where we assess the effectiveness of our practices and processes in preventing child labour across all operations and supply chains.

Our Child Labour Policy undergoes periodic reviews to ensure its continued relevance and effectiveness in aligning with legal standards and industry expectations. These reviews are central to our commitment to ethical improvement, ensuring that our approach remains robust and responsive to changes in legal and social standards.

Through a dedication to transparency, vigilance, and continuous improvement, Errigal strives to prevent any occurrence of child labour within our sphere of influence. We are committed to upholding ethical standards that reflect the trust and expectations of our clients, stakeholders, and the communities in which we operate.

Authorisation


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Cormac McCloskey & Damien Treanor

Managing Directors (Errigal)