

## CORE LABOUR POLICY

**CHABROS INTERNATIONAL GROUP** is committed to complying with the Core Labour standards. We shall demonstrate its commitment to comply with the rights and obligations established by national laws along with the Core Labour requirements defined in the standard.

To emphasize our support to this policy, **CHABROS INTERNATIONAL GROUP** demonstrates that:

- 1.0 CHABROS does not use **CHILD LABOUR**.
- 1.1 CHABROS do not employ workers below the age of 18, or below the minimum age as stated under national, or local laws or regulations, whichever age is higher, except for the purpose of training within approved national laws and regulations.
- 1.2 CHABROS prohibits the worst forms of child labour.
- 2.0 CHABROS unequivocally prohibits the use of any form of exploitative child labour, including but not limited to **FORCED LABOUR**, trafficking, or hazardous labour. Any violation of this policy is met with immediate action in accordance with **UAE law** and **international labour standards**.
- 2.1 Our employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- 2.2 There is no evidence of any practice's indicative of forced or compulsory labour, including, but not limited to, the following:
  - Physical and sexual violence
  - Bonded labour
  - Withholding of wages

- Payment of employment fees and or payment of deposit to commence employment
- Restriction of mobility/movement
- Retention of passport and identity documents
- Threats of denunciation to the authorities.

3.0 CHABROS ensures that there is no **DISCRIMINATION** in employment and occupation.

3.1 Employment and occupation practices are non-discriminatory.

3.2 All work must be conducted on a voluntary basis, and not under threat of any penalty or sanctions.

3.3 The use of forced or compulsory or unpaid labour in all its forms, including prison labour and unpaid overtime work, is prohibited.

4.0 **FREEDOM OF ASSOCIATION & THE RIGHT TO COLLECTIVE BARGAINING.**

4.1 The top management always allows workers to speak or discuss their concerns and problems directly and if not solved, the workers are allowed to approach the labour department.

EMILIE ABI BOUTROS  
HR Administrator

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