

CHILD LABOUR AND FORCED LABOUR POLICY

1 Introduction

The Company's Statement of Principles on Child Labour and Forced Labour is based on International Labour Organisation (ILO) conventions and national laws, and recognises regional and cultural differences. It reaffirms the Company's continued commitment to restrict employment to those aged 16 or older. Our policy also includes an explicit ban on the use of any forced labour or exploitative working conditions. We believe that promoting fair and appropriate employment at Mademoiselle Desserts and within our supply chains is a critical part of the commitments we make to our people and local communities.

2 Statement of Principles on Child and Forced Labour

- 2.1 The Company strongly believes it has the responsibility to engage in employment practices that meet the highest legal and ethical standards. Nowhere is this responsibility more important than in the company's policies governing the minimum age and working conditions of its own employees and the employees of its suppliers.
- 2.2 The Company has developed this Statement of Principles on Child and Forced Labour as an expression of its own commitment and the expectations we have for suppliers worldwide. In addition, we strongly encourage our suppliers to require their own suppliers to adhere to these principles as well. We will continuously seek to make these principles as relevant and effective as possible. To that end, we may amend these principles from time to time.

3 Mademoiselle Desserts own operations

The Company does not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labour. In accordance with the conventions of the International Labour Organisation (ILO) and national laws, the Company will restrict employment to those aged 18 or older, or the local minimum employment age, whichever is higher. Furthermore, all temporary workers utilised by the Company and all third party-employed workers who perform work on Mademoiselle Desserts premises, shall meet these minimum age requirements. The Company also explicitly prohibits the use of forced labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty.

4 The Company Suppliers

The Company will not tolerate the use of unlawful child labour or forced labour in the manufacture of products it sells and will not accept products or services from suppliers, subcontractors or business partners (collectively referred to as "Suppliers") that employ or utilise child labour or forced labour in any manner. The Company's Suppliers shall not employ or utilise in any manner any individual below the minimum employment age set by national law.