

Name of Company: R.A. GEMS (HONG KONG) CO LTD

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POLICY STATEMENT FOR CHILD LABOUR

- No form of child labour should be employed at **R.A. GEMS (HONG KONG) CO LTD**
- The minimum age for employment that will be applicable is fifteen (As per ILO Convention No. 138).
- For authorized adolescents (persons below 18 years of age but above 15 years), the entity management is responsible for providing working conditions, hours of work and wages in compliance with applicable local laws as a minimum.
- If a child is found working at **R.A. GEMS (HONG KONG) CO LTD** either own or subcontracted, the responsibility of rehabilitation will be undertaken by the management.
- The above policies will also be applicable to subcontracted labour.

For and on behalf of
R.A. GEMS. (HONG KONG) CO. LIMITED

Agawul Khusri Rijat
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Authorized Signature(s)

R.A. GEMS (HONG KONG) CO LTD

Date: 03/04/2024