

CHILD AND FORCED LABOUR POLICY

Starsight Energy Limited (SEL) has the responsibility to engage in direct and indirect employment practices that meet the highest ethical standards. We recognize social problems on the use of child and forced labour and work actively against it. The complexity of the child labour issues requires a consistent, long-term efforts to create sustainable and broad-based solutions to reach our goal; that no product or services delivered to or by SEL are through child labour.

- Starsight will not tolerate the use of child or forced labour in any of its operations and facilities and shall comply with the conventions of the International Labour Organisation (ILO) and other national laws.
- Starsight will not engage anyone that is under 18 years of age in its business. We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work or to interfere with the child education, or to be harmful to the child's health or physical, mental spiritual, moral, or social development.
- We will not engage in the use of forced labour and trafficked persons in our business activities which consist of any work or service not voluntarily performed that is exacted from an individual under the threat of force or penalty. This covers any kind of involuntary or compulsory labour, such as indentures labour, bonded labor, or similar labour-contracting arrangements.
- We will not engage with any service provider, supplier or contractor who engages or has a record of engaging in child or forced labour.

This Child and Forced Labour Policy has been established in order to make SEL's position clear to suppliers, contractors, subcontractors and their co-workers, as well as any other parties. The requirements in this code of conduct are mandatory to all suppliers and their sub-contractors. This policy shall be communicated to all employees and concerned parties through awareness trainings and promotions; and displayed conspicuously throughout SEL facilities whether owned or leased and to the general public on request.

The CEO is responsible for ensuring adequate resources are made available to achieve our objectives and comply with this policy.

This policy and associated procedures shall be reviewed every two years in consultation with employees and relevant parties to ensure relevance and compliance.



Tony Carr
CEO, Starsight Energy Limited (SEL)

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