



Conrad Asia Energy Ltd

Company Number: 201026677K (incorporated in the Republic of Singapore)

Australian ARBN 656 246 678

Child Labour and Forced Labour Policy

4 September 2022

Child Labour and Forced Labour Policy

Conrad Asia Energy Ltd (the Company or we)
and its subsidiaries

1. Statement of Principles

We conduct our business sustainably, ethically and with respect to human rights.

We endeavour to provide a conducive working environment that is characterised by equality and mutual respect.

We believe that we have the responsibility to engage in employment practices that meet the highest legal and ethical standards.

We will not tolerate the use of child labour, nor exploitation of children in any of our operations and facilities, including any use of child labour, or exploitation of children by our contractors or subcontractors.

We are against all forms of the exploitation of any person via forced labour, including by our contractors or subcontractors.

2. Policy

Child Labour

In the conduct of our business:

- we will restrict employment, including employment by our contractors or subcontractors, to those aged eighteen (18) years or older, or the local minimum employment age, whichever is higher;
- we will not provide employment, and we will require our contractors and/or subcontractors not to provide employment to children before they have reached the relevant legal age as defined by applicable law and/or the relevant authorities; and
- we will comply, and we will require our contractors and/or subcontractors to comply with all other applicable child-related labour laws and regulations, including those related to wages, hours worked, overtime and working conditions.

Forced Labour

In the conduct of our business:

- all employees (whether a child or adult) will be employed on terms under which they are free to stop working or leave their place of work, notwithstanding the operation of the laws of a jurisdiction which are of a lesser standard than this policy; and
- we will comply with all other forced labour laws, including those related to wages, hours worked, overtime and working conditions.

3. Scope

This policy must be read, understood and complied with by:

- all directors and officers (executive and non-executive), employees (whether permanent, fixed-term or temporary), secondees, management staff, contractors and agents of the Company and its subsidiaries; and
- suppliers, contractors, subcontractors, business partners and associates.

This policy is required to be followed by all directors and officers (executive and non-executive), employees (whether permanent, fixed-term or temporary), contractors, subcontractors, secondees, management staff, agents and directors of the Company and its subsidiaries.

This policy applies globally. The principles and spirit of this policy must be followed regardless of whether or not a country in which the Company engages in business has specific child labour and forced labour laws. Where a country has specific child labour and forced labour laws which are of a lesser standard than this policy, this policy prevails.

This policy should be considered alongside other corporate governance policies.

4. Responsibility

The Company Secretary will have day to day responsibility for administering this policy and ensuring compliance.

5. Contravention

Child labour and forced labour pose genuine and significant harm to those affected. They may also result in reputational, legal, financial, commercial, market and operational risks to the Company. Contravention of child-related labour laws and regulations in Singapore is an offence under the Employment Act 1968 of Singapore, and forced labour is prohibited by the Constitution of Singapore and is also a criminal offence under the Penal Code 1871 of Singapore. Similar prohibition and criminal sanction on child labour and forced labour is also generally applicable in Indonesia, and potentially in other countries where the Company operates.

Anybody who breaches this policy by engaging in, allowing, inducing, or conspiring to engage in any child labour or forced labour may face disciplinary action. This action could, in the most severe circumstances, include immediate dismissal and termination for misconduct or gross misconduct and, if warranted, legal proceedings.

Any breaches of this policy, queries or concerns must be reported to the Responsible Officer.

If you are	The Responsible Officer is ...
a director or Company Secretary (other than the Chair of the Company's Audit and Risk Committee)	the Chair of the Company's Audit and Risk Committee
the Chair of the Company's Audit and Risk Committee	the Chair of the Company
an employee or contractor in the Company's headquarters	the Company Secretary
a general manager of a business unit	the Company Secretary
any other employee, contractor or agent	the general manager of the relevant business unit, who will in turn notify the Company Secretary

If anybody is uncomfortable, for any reason, with speaking directly to the Responsible Officer, the Company has a Whistle-blowers Policy which affords certain protections against reprisal, harassment or demotion for making the report.

6. Expectation of Suppliers, Business Partners & Associates

We require our suppliers, contractors, sub-contractors, business partners and associates to have their own policies and procedures in place to prevent child labour and forced labour, to have and uphold similar standards and abide by country-governing laws in countries in which they operate.

At a minimum, we expect our suppliers, contractors, sub-contractors, business partners and associates to have the following measures in place:

- an employment policy, as a basis for hiring decisions at all levels, which respects the rights of children at work, which explicitly states the minimum age for work and which respects the freedom of all employees (whether a child or adult) to stop working or leave their place of work;
- a robust age verification mechanism;
- a list of all employees who are under the age of eighteen (18) which includes their names, dates of birth and current job positions;
- a list of age-appropriate job positions for child workers;
- a procedure to ensure that employees are not exposed to activities that are hazardous to their physical or mental health; and
- a procedure to proactively identify and inform the Company of any risks related to child labour and forced labour at their operations and facilities or in their supply chains.

Should violation of these requirements become known to the Company and not be remediated, we will take serious action, including termination and discontinuation of the business relationship.

7. Other Matters

7.1 Adoption of policy and Board review

This policy was adopted by the Board on the date on the front cover of this policy, and takes effect from that date and replaces any previous policy in this regard.

The Board will review this policy periodically to ensure effective operation and assess whether any changes are necessary. The Company Secretary will communicate any amendments to employees as appropriate.

7.2 Amendment of policy

This policy can only be amended with the approval of the Board.