

## Forced or Compulsory Labour Policy

We, Tega Industries Limited, committed to ensure that neither we will engage nor we will support the use of forced or compulsory labour in any manner or form; in any activity of our company.

We are committed to ensure the following; for any person directly or indirectly employed in our company :

- i) neither we will retain any original identification papers nor they required to pay any deposit upon commencing the employment;
- ii) person's can leave the workplace premise after completion of the standard workdays and are free to terminate their employment provided they give reasonable notice to the company;
- iii) neither we nor the organization(s) engaged in supplying labour are engaged in or support human trafficking;

We are committed to comply the Local, National and all other applicable laws, regulations, prevailing industry standards and other requirements relating prevention of forced or compulsory labour, to which our company subscribes.

We will show our utmost regard to the applicable international instruments relating to forced or compulsory labour, as listed in 'Normative Elements and Their Interpretation' in the SA 8000:2014 International Standard.

- We will communicate this policy by various effective ways within the company as well as among the interested parties.

**Date: June 5, 2024**

A handwritten signature in blue ink, appearing to read 'Manoj Kumar Sinha', written over a horizontal line.

**Manoj Kumar Sinha  
(Director - Operations)  
Tega Industries Ltd.**