

## Child & Forced Labour Policy

### **Introduction**

Worldwide International Ltd T/A Publiship is committed to upholding the highest ethical standards and ensuring a workplace free from child and forced labor. This policy outlines our commitment to preventing and mitigating the risks of child and forced labor within our operations and supply chain.

### **Compliance with Laws and Regulations**

Worldwide International Ltd T/A Publiship will comply with all applicable laws and regulations related to child and forced labor, including but not limited to the Modern Slavery Act.

### **Employee Awareness and Training**

We will educate our employees about the prohibition of child and forced labor and provide training programs to raise awareness.

### **Supplier Engagement**

Worldwide International Ltd T/A Publiship will work with its suppliers to ensure they share our commitment to eradicating child and forced labor from their supply chains.

### **Due Diligence**

We will conduct risk assessments and due diligence on our supply chain to identify and address any potential risks related to child and forced labor.

### **Reporting Mechanisms**

Employees, suppliers, or any other stakeholders are encouraged to report concerns related to child and forced labor through established reporting mechanisms.

### **Non-Retaliation**

Worldwide International Ltd T/A Publiship will not tolerate retaliation against any individual who reports concerns about child and forced labor in good faith.

### **Continuous Improvement**

We are committed to continuous improvement in our efforts to identify, prevent, and address any issues related to child and forced labor.

### **Transparency**

Worldwide International Ltd T/A Publiship will disclose information about its efforts to eradicate child and forced labor in its operations and supply chain through public statements or reports.

### **Consequences of Non-Compliance**

Violations of this policy may result in disciplinary actions, up to and including termination of employment or termination of contracts with suppliers.

**Qualitative Objectives**

- **Raise Awareness:** Promote understanding of child and forced labour issues among employees, suppliers, and stakeholders through training and informational campaigns.
- **Enhance Reporting Mechanisms:** Establish safe and accessible channels for reporting suspected child or forced labour practices within the organization and its supply chain.

**Quantitative Targets**

- **Training Completion Rate:** Achieve a 100% completion rate for training programs on child and forced labour awareness for all employees and key suppliers within the next year.
- **Supplier Audits:** Conduct audits of 100% of key suppliers to assess compliance with the child and forced labour policy within the next 12 months.

Worldwide International Ltd T/A Publiship is dedicated to creating a workplace and supply chain free from exploitation, and we encourage the active participation of all stakeholders in achieving this goal.

**Acknowledgment:**

All employees are required to acknowledge receipt and understanding of this policy.

Worldwide International Ltd T/A Publiship is committed to conducting business ethically and with integrity.

This policy will be reviewed annually or sooner if required due to changes in legislation or business needs. Any amendments will be communicated to employees in a timely manner.

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