ROYALÉ TOUCHÉ

ANTI-FORCED LABOUR POLICY

Royale Touche is committed to maintaining the highest ethical conduct and human rights in all aspects of our business operations. We firmly oppose and prohibit all forms of forced labour, human trafficking and involuntary servitude, within our organization and across our supply chain.

Policy Statement

Zero tolerance for forced labour:- Royale Touche have zero tolerance policy towards forced labour. This includes, but not limited to, situation where individuals are coerced, threatened, or deceived into working or where individuals are required to work under duress, without to freedom to leave their environment.

Legal Compliance:- Royale Touche will comply with all the applicable local, nation and international laws and regulations regarding force labour including the international law organization (ILO) standards and the united nation conventions protocol against force labour and human trafficking.

Employee Freedom:- All employee have right to have freely choice their employment. Worker are free to leave their jobs upon providing reasonable notice as per their employment contract.

Verification and Auditing:- Royale Touche Will implement procedure to prevent detect forced labour practice. This includes conducting audits and due diligence process for own operation and those our suppliers and business partner to ensure compliance with this policy.

Suppliers and Partners Expectations:- Royale Touche will require all suppliers, contractors and business partners to adhere anti force labour policy. Suppliers must have their own anti force labour policies in place and must be able to demonstrate compliance. We will take appropriate action if forced labour practice are identified within our supply chain.

Reporting Mechanism:- Royale Touche provide a confidential and secure mechanism for employee, suppliers and stakeholder to report any concerns or suspected incidents of forced labour. All report will be investigated promptly and thoroughly.

Training and Awareness:- Royale Touche are committed to raise awareness about force labour and ensuring that all the employees, managers and partners understand their role

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in preventing forced labour. Training program will be provided to reinforce our commitment to this policy.

Support for Victims:- In the event that forced labour identified, we will collaborate with appropriate authorities and organizations to ensure that affected individuals are provided with necessary support and assistance, including safe and dignified reintegration.

Policy Review and Update :- This policy will be reviewed annually and updated as necessary to insure its effectiveness and alignment with legal and ethical standards.

Responsibility

All employee, managers and executive are responsible for adhering to and enforcing this policy. Department head are tasked with ensuring that their teams are informed of and comply with this policy.

Enforcement

Violations of this policy will be addressed with appropriate disciplinary action, including termination of employee or business relationship and legal action if necessary. **Royale Touche** is committed to addressing and rectifying any instance of forced labour.

Contact information

For question or concerns about this policy, please contact higher management.

Approval and Effective date

This policy was approved by the higher management on 05/03/2025and is effective as of today.

By implementing this policy, **Royale Touche** reinforces its commitment to ethical business practices and the protection of human rights throughout our operation and supply chain.

ROYALE TOUCHE INDUSTRIES PRIVATE LIMITED 05/03/2025

ROYALE TOUCHE INDUSTRIES PRIVATE LIMITED

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