



GLOBAL SUPPLIER CODE OF CONDUCT + ATTESTATION FORM

AKULAND GROUP LIMITED - CHILD LABOR & MODERN SLAVERY

Policy Ref: AKL/ESG/CLMS/GLOBAL/003 | Effective: April 24, 2026

TO ALL SUPPLIERS, CONTRACTORS & PARTNERS GLOBALLY

Clause 9.1 - Global Contract Requirement

Supplier warrants compliance with ILO Conventions 29, 105, 138, 182; UK Modern Slavery Act 2015; US Tariff Act 1930; EU CSDDD; and Nigeria Child Rights Act 2003. Minimum working age = 18 years globally. No forced labor, human trafficking, debt bondage, or passport retention. Akuland Group Limited reserves the right to audit any facility worldwide with 48hrs notice. Breach = immediate termination + global blacklisting + remediation liability.

GLOBAL SUPPLIER ATTESTATION FORM

To be signed by MD/CEO. Valid for all Akuland Group entities worldwide

Section A: Company Details

Legal Entity Name:

Registration No & Country:

Global HQ Address:

Operating Countries/Regions:

Authorized Signatory: Title: MD/CEO Phone:

Email: Website:

Section B: Global Attestation

I/We attest that our Company complies globally with:

- ☐ 1. **No Child Labor:** Zero persons under 18 employed in any country. Age verification maintained per local law + ILO 138.
- ☐ 2. **No Forced Labor:** All work voluntary. No passport/ID retention, debt bondage, threats, or restriction of movement per ILO 29.
- ☐ 3. **No Human Trafficking:** No recruitment/transport of persons by force, fraud, or coercion per UN Protocol.
- ☐ 4. **No Hazardous Work for Under-18:** No minors in oil & gas, mining, construction, manufacturing, night work, offshore globally.
- ☐ 5. **Ethical Recruitment:** Workers not charged recruitment fees. Compliant with ILO + US UFLPA where applicable.
- ☐ 6. **Subcontractor Control:** We have flowed-down Akuland Policy AKL/ESG/CLMS/GLOBAL/003 to all subcontractors globally.

☐ 7. **Audit Access:** We grant Akuland Group Limited right to conduct announced/unannounced audits at any global facility.

☐ 8. **Reporting:** We will report suspected violations to ethics@akulandgroup.com within 48hrs. No retaliation policy in place.

I understand false declaration or breach will result in immediate contract termination, global blacklisting across all Akuland entities, and legal action under applicable laws.

Section C: Authorization

Name:

Signature: **Date:**

Company Stamp/Seal:

Return to: globalprocurement@akulandgroup.com

Languages accepted: English, French, Portuguese, Arabic. Translations available on request.