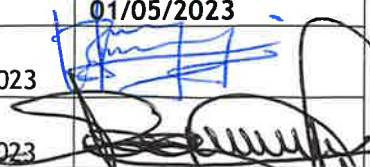
	NO CHILD LABOUR POLICY		Revision #: 3.0
			Effective Date: 01/05/2023
	Prepared by: Emmanuel Tete Darko - Admin & HR Manager	Date: 01/05/2023	
Document #: HRM-6.4.1.	Approved by: George Quarteng-Mensah - Managing Director	Date: 01/05/2023	

1.0 Policy Statement

PSG's No Child Labour Policy is based on the International Labour Organization (ILO) Convention, which stipulates that "All actions concerning the child shall take full account of his or her interests". In addition, this policy is based on the International Labour Organization (ILO) minimum age (Convention No. 138).

2.0 Objective

PSG shall not condone the use of any child labour in any form whatsoever, by any person, company or institution as defined in the International Labour Organization's (ILO) Convention on Child Labour, and in the Ghana Labour Act, 2003 (Act 651).

Through this policy, the company recognizes and seeks to eliminate the negative effects of child labour, which can persist to affect children during their lifetime, such as lack of schooling leading to perpetual poverty, exposure to social vices, physical abuse, emotional neglect and hopelessness.

3.0 Scope



This policy is applicable to all employment processes in PSG, its Contractors, and third-party contract workers, or any company and / or institution that does business with PSG.

4.0 Definition



Child Labour is defined as the employment of a child in business or industry in violation of Ghana's Labour Act prohibiting the employment of children under a specified age. The Ghanaian Labour Act, 2003 (Act 651) classifies a child as a 'young person under the age of Eighteen (18) years.

5.0 Guidelines

- PSG shall always comply with all relevant and applicable National Labour regulations and principles relating to the protection, welfare, health and safety of children.
- No persons deemed to be a child, as defined herein, shall be employed on any PSG sites of operations.

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- Furthermore, PSG shall ensure that all contractors, companies and or organizations of any kind engaged by PSG on its premises strictly abide by this policy.
- PSG shall comply with the Ghana Labour Act, 2003 (Act 651) to ensure the protection of all children against all forms of abuse. In conformity with the Conventions of International Labour Organization (ILO) and the National Laws of Ghana, PSG does not employ persons less than 18 years.
- An age verification model shall be utilized during recruitment to ensure that no personnel below the age of 18 is employed for work in PSG and where there are serious doubts as to whether a person has reached the minimum age for working, the following shall apply:
 - New recruits are requested to submit their birth certificates, national ID Cards or travelling passport and any other relevant documents that could be used to verify their age. Where applicants do not have or have misplaced any of the aforementioned documentation, the next step shall apply:
 - Obtain school certificates, if not available,
 - Invite family testimonies and carry out face-to-face interview to double verify the age. Verification of ones' maturity level can be achieved by asking questions about memories of important events, dates, people in their life's memories of past work experience and their understanding on safe working conditions. etc.
- In an unlikely event that a child is found to be working on our site, the ADM & HRM will be notified and the child will be removed immediately from the workplace.
 - The child's parent/family will be contacted to understand the needs and cause for the child labour.
- PSG shall properly educate the family/representatives present and record assurances that the child will be returned to school and not engaged in any other type of work. If requested, PSG shall offer a family member replacement employment.
 - Our remediation protocols towards child labour will also include awareness creation in and around the communities that we operate.
 - The supervisor or contractor found to have engaged the child will face appropriate disciplinary actions up to termination of contract.

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- PSG shall ensure proper implementation and monitoring of the policy through its documentation and continuous engagements with its stakeholders.
- This policy will be communicated to all workers, contractors, third parties, visitors and suppliers, or any one who does business with PSG.