



Child Labour Policy

1. Introduction

Fortress Clinical Laboratory Ltd is committed to upholding the highest standards of ethical conduct and compliance with all applicable laws and regulations concerning child labour. We recognize the importance of protecting children's rights and ensuring their well-being, education, and development. This policy outlines our commitment to preventing child labour within our operations and supply chains.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners of Fortress Clinical Laboratory Ltd, regardless of their location. We expect all associated parties to adhere to the principles outlined in this policy.

3. Definition of Child Labour

For the purposes of this policy, child labour is defined as any work performed by individuals under the age of 18 that:

- Interferes with their education;
- Is hazardous or harmful to their health, safety, or well-being;
- Exploits them economically, socially, or morally.

This definition aligns with international standards set forth by organizations such as the International Labour Organization (ILO).

4. Policy Statement

Fortress Clinical Laboratory Ltd strictly prohibits:

- The employment of individuals under the age of 18 in any capacity within our organisation.
- The use of child labour by our contractors, suppliers, or business partners.

We are committed to ensuring that no child labour is present in any part of our operations or supply chains.

5. Implementation and Compliance

To enforce this policy, Fortress Clinical Laboratory Ltd will:

- Age Verification: Implement robust age verification procedures during the recruitment process to ensure compliance with minimum age requirements.
- Supplier and Contractor Agreements: Include clauses in all contracts with suppliers and contractors explicitly prohibiting the use of child labour. Suppliers and contractors found to be in violation of this policy will face immediate termination of their contracts.
- Training and Awareness: Provide training to all employees and relevant stakeholders on the importance of preventing child labour and the procedures for reporting violations.





Sustainable Procurement Policy

6. Reporting and Remediation

Employees, suppliers, contractors, and other stakeholders are encouraged to report any suspected instances of child labour within Fortress Clinical Laboratory Ltd's operations or supply chains. Reports can be made confidentially and without fear of retaliation through our established reporting channels.

Upon receiving a report, we will promptly investigate the allegation and take appropriate corrective actions, which may include:

- Terminating relationships with suppliers or contractors found to be using child labour;
- Implementing remediation plans to support affected children, including facilitating access to education and support services.

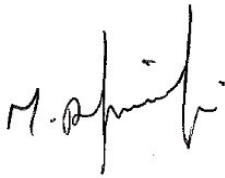
7. Continuous Improvement

Fortress Clinical Laboratory Ltd is committed to continuous improvement in our efforts to prevent child labour. We will regularly review and update this policy to ensure its effectiveness and alignment with best practices and legal requirements.

8. Conclusion

By implementing this child labour policy, Fortress Clinical Laboratory Ltd demonstrates its commitment to ethical business practices and the protection of children's rights. We expect all employees, suppliers, contractors, and business partners to uphold these standards and work collaboratively to eliminate child labour in all its forms.

Approved by:



Dr. Morteza Afrasiabi

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