Code of Conduct
Core Labour Requirements Statement

Child labour

- Zeus Group is not employing workers below the age of 18.
- No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.
- Zeus Group prohibits all forms of child labour.

Forced and compulsory labour

- Employment relationships are voluntary and based on mutual consent, without the threat of a penalty.
- There is no evidence of any practice's indicative of forced or compulsory labour, including, but not limited to, the following;
  - Physical and sexual violence
  - Bonded labour
  - Withholding of wages (unless agreed by both parties for damages) / including payment of employment fees and
  - Or payment of deposits to commence employment
  - Restriction of mobility/movement
  - Retention of passport and identity documents
  - Threats of denunciation to the authorities

Discrimination in employment and occupation

- Employment and occupation practices are non-discriminatory.

Freedom of association and right to collective bargaining

- Our workers are able to establish or join worker organisations of their own choosing. However, Zeus Group has no recognised labour unions.
- Zeus Group respects the full freedom of workers organisations to draw up their constitution and rules.

Code of Conduct
Core Labour Requirements Statement

- Zeus Group respects the rights of workers to engage in lawful activities related to forming, joining or assisting a worker's organisation, or to refrain from doing the same, and will not discriminate or punish workers for exercising these rights.
- Zeus Group may negotiate with recognised worker representatives in good faith and with best efforts to reach resolutions.
- Collective bargaining agreements are implemented where they exist.

Approved by		Doc Ref: FSC_COC
Name	Lisa Boyle	Rev No/Date: 0
Designation	Group Head of People & HR	Last review on: 25.08.2026