

# Child and Forced Labor Position Statement

## 1. Our Commitment to Ethical Labor Practices

At the Bank of Bahrain and Kuwait (herein referred to as “the Bank” or “BBK”), we are unwavering in our commitment to upholding human rights and ensuring ethical labor practices across all our operations. We maintain a zero-tolerance policy toward child labor and forced labor within our workforce and throughout our supply chain. Additionally, we adhere to all relevant laws regarding the employment of children and young people, ensuring their safety and well-being. Our dedication to ethical labor practices is a fundamental part of our corporate responsibility and reflects our values of respect, integrity, and fairness.

## 2. Purpose and Scope

This position statement has been developed to clearly articulate BBK Bank’s stance on child and forced labor. The purpose of this statement is to:

- **Define our policy on child and forced labor:** Clearly outline our strict prohibition of such practices and our adherence to relevant laws and regulations.
- **Communicate our commitment:** Ensure that all employees, suppliers, and stakeholders understand and comply with our policy.
- **Reinforce our corporate responsibility:** Integrate ethical labor practices as a core component of our broader human rights commitments.

This position statement applies to all employees, suppliers, and stakeholders associated with BBK Bank, emphasizing our commitment to ethical labor practices in every aspect of our business operations.

## 3. Fulfilling Our Commitment

To effectively address the risks and concerns related to child and forced labor, BBK Bank has implemented a comprehensive approach that includes the following key elements:

### **Strict Adherence to Laws and Standards**

We comply with all relevant laws and regulations regarding child labor and forced labor. This includes adherence to conventions set forth by the International Labour Organization (ILO) and other human rights frameworks as outlined in our Human Rights Position Statement.

### **Robust Due Diligence Processes**

We conduct thorough due diligence processes to ensure that our operations and supply chains are free from child and forced labor.

### **Training and Awareness Programs**

BBK Bank provides ongoing training and resources to educate our employees and suppliers about the risks and signs of child and forced labor.

#### **4. Implementation and Progress Monitoring**

To ensure the effective implementation and continuous improvement of our policies on child and forced labor, BBK Bank has established the following measures:

**Feedback Mechanism:** We encourage feedback from employees, suppliers, and stakeholders to gain insights into their experiences and perspectives.

**BBK will continuously work to ensure the implementation of this position statement throughout the organization by embedding strict progress monitoring systems and disclosure commitments. We will also ensure the relevance of this position statement by regularly reviewing and updating it.**