



## Alliance Bank's Policy & Guidelines On Child Labour And Employment Of Children & Young Persons

Alliance Bank is against child labour and the exploitation of children and young persons in any of its endeavours and/or in employment. Alliance Bank will not employ persons below the age of 18 (by their birthdate) and aims to uphold and comply with the Children & Young Persons (Employment) Act 1966 (including all its subsequent revisions/amendments) and all other relevant/applicable law, regulations and standards pertaining to child labour.

Engagement or facilitation of internship attachments for persons below the age of 18 years old (by their birthdate) will be as per the relevant provisions of the prevailing Children & Young Persons (Employment) Act 1966 or similar laws or regulations.

Note: For purposes of these Guidelines: **“child/children”** is defined as a person **below 15 years old**, and **“young person”** is defined as a person who is **15 years old or above but below the age of 18 years old** (by their birthdate).

[The definitions of child and young persons are consistent with the Children & Young Persons (Employment) Act 1966 as at the date of these Guidelines. These definitions may however change as per the prevailing definitions in the Children & Young Persons (Employment) Act 1966 or other such relevant laws and regulations at the time of reference].