

# Child Labor Policy

**Version:** 1.02

**Issued:** 03.08.2023

**Owner:** Chengchi Sustainability Department

**Scope:** This policy applies to all Chengchi employees and suppliers.

**Purpose:** Chengchi is committed to respecting and supporting children's rights. We believe that child labor is harmful to children and deprives them of their right to education. This policy prohibits the employment of children under the age of 15. And ensures that all young workers in our supply chain are treated fairly and in accordance with international labor standards, including the ILO Conventions No. 138 (Minimum Age) and No. 182 (Worst Forms of Child Labor).

"The employment of children under the age of 15 is prohibited in all but the lightest work. The minimum age for hazardous work is 18." - ILO Convention No. 138

"The worst forms of child labor are those that are inherently harmful to children's physical and mental development. These include slavery, forced labor, debt bondage, child prostitution and pornography, the use of children in armed conflict, and work that is likely to harm the health, safety or morals of children." - ILO Convention No. 182

Chengchi is committed to ensuring that no children are exploited in its operations or in its supply chain. We believe that all children have the right to a safe and healthy childhood, and we will continue to work to ensure that this right is upheld.

## Definitions

- **Child labor:** The employment of children under the age of 15, or under the age of 18 in the case of hazardous work.
- **Young worker:** A young person who is above the minimum legal age requirement and below the age of 18.

- Hazardous work: Work that is likely to harm the health, safety, or development of a child.

The maximum permitted hours of work for young workers are as follows:

- Age 15/16 to 18: 8 hours a day and 40 hours a week.
- Young workers are not permitted to work at night
- We will ensure that young workers are not exposed to hazardous work. This includes work that is physically demanding, dangerous, or that involves exposure to hazardous substances.
- We will also provide young workers with adequate training and supervision to ensure that they are safe at work.

### **Our Commitment**

- Chengchi prohibits the employment of children under the age of 15 in any of its operations or in its supply chain.
- Chengchi is committed to providing safe and healthy working conditions for all children working in its supply chain.
- Chengchi will conduct annual audits of its supply chain to ensure compliance with this policy.
- Chengchi will take corrective action to address any instances of non-compliance.

### **Implementation**

- Chengchi employees and suppliers are responsible for complying with this policy.
- Chengchi will provide its employees and suppliers with the resources they need to comply with this policy.
- Chengchi will work with its suppliers to ensure that they comply with this policy.

### **Additional Details**

- Chengchi will provide training to all employees on the prevention of child labor. This training will cover the definition of child labor, the types of work that are prohibited for children, and the reporting process.

- Chengchi will work with its suppliers and partners to ensure that they are also committed to preventing child labor. This will include providing them with the Chengchi Child Labor Policy and training them on its implementation.
- Chengchi will establish a process for reporting suspected cases of child labor. This process will be easy to use and accessible to all employees.
- Chengchi will investigate all reports of child labor promptly and thoroughly. If a case of child labor is found, Chengchi will take appropriate disciplinary action against the individuals involved.