

Document No: GPL HR 106

Policy Name: Child Labor Policy

Responsible Function/Business Segment: Human Resources



Effective: 01.04.2022

Coverage: Global – All employees

Policy Overview & Objective

FPS Code of Conduct requires the directors, officers and employees of FPS and each of its affiliates (collectively, “FPS”) to observe and obey all applicable laws, rules and regulations at all times, including those in relation to the protection, welfare and health & safety of children.

As a responsible corporate citizen, FPS does not tolerate the use of child labor or other acts that violate labor laws or fair employment practices such as, but not limited to – forced labor, human trafficking and exposing children or young workers to hazardous work.

FPS acknowledges that each country may have specific rules and laws that govern the employment of children or young workers. It is the intent of this Policy to recognize those differences and to ensure that the applicable laws addressing such employment are followed per the requirements of each country.

To the extent this policy does not comply with country law or an applicable labor agreement, the requirements of such law or agreement shall be followed. Questions regarding this policy should be directed to your manager/supervisor, your Regional Human Resources Department or the Responsible Corporate Function or Business Segment.

The Policy

Prohibition of Child Labor and Other Illegal and/or Unfair Employment Practices

In line with the worldwide movement against child labor advocated by organizations such as the ILO* and the OECD**, FPS does not and shall not employ children under age of 16 and/or allow children between age 16 and 18 (“young workers”) to be engaged in hazardous work. If a national or local law or regulation is stricter and, respectively, prescribes a minimum working age greater than 16 years, or imposes additional restrictions on activities such as hazardous work, such stricter national or local laws and regulations shall be complied with and prevail over this Policy. If young workers are employed, FPS shall ensure that this work does not preclude their education and schooling.

*The International Labor Organization which is the specialized agency of the United Nations dealing with labor issues such as international labor standards and social justice.

**The Organization for Economic Co-operation and Development (OECD) whose mission is to promote policies that will improve the economic and social well-being of people around the world.

Implementation within FPS and in Relation to FPS’s Business Partners

All FPS employees have the responsibility to implement and ensure compliance with this Policy. Children who work in violation of this Policy shall be removed from the workspace immediately to enable them to return to school to complete their education-

If a child applies for a job at our company or if a child is found to have come to our company with their family, this situation is reviewed by the Human Resources Department, and necessary precautions are taken to prevent its recurrence:

- *The child is taken to a secure area, and their family is notified. The child is accompanied until their family arrives.*
- *To ensure the child feels safe and secure, an employee stays with them. This employee first introduces themselves to build rapport with the child and listens to understand the child's needs. They reassure the child that they haven't done anything wrong and are not in trouble.*
- *When the child's family arrives, both the child and the family are informed about the 'Child Labor Policy.' It is communicated that employing child labor is not permitted in any FPS facility under this policy.*
- *The child's educational status is discussed with the family. If it is determined that the child is not receiving mandatory education, the family is directed toward awareness and relevant public institutions are notified.*
- *During the meeting with the family, it is determined whether the family is in need of employment. If necessary, the hiring procedure is applied for adult family members over 18 years of age.*

FPS employees and management are responsible for making the standards of this Policy known to FPS’s business partners (such as, but not limited to, suppliers and sub-contractors) prior to the establishment of any contractual relationship. If a violation of this Policy by a business partner is detected, FPS shall discuss and take immediate measures with the relevant party to remedy any non-compliance. If a supplier/sub-contractor or other business party refuses to cooperate or, despite remedial actions, fails to consistently meet the standards set forth in this Policy, FPS is entitled to take measures to terminate its relationship with such party.

Any violation of this Policy must be reported to local Management, Human Resources, Legal Department or FPS Ethics Hotline.

The Procedure

n/a

References

Please see the related **Human Rights Policy (HR 104 – Global)**.

FPS Ethics Hotline – An option for reporting concerns confidentially and anonymously where permitted by law.

This service is available 24 hours a day, 7 days a week in all FPS Countries.

Web: <https://app.mycompliancereport.com/MCR> (Company access ID is FPSI)

Call:

Belgium: 0800-73-785 Chile: 800-914-417 China: 400-120-1832 France: 805-0805-985-609 Germany: 0800-1844970 Mexico: 800 681 6918	Hungary: 06-80-088-016 Romania: 0800-360-890 Spain: 900-876-223 Turkey: 0800-621-2435 UK: 0800-102-6413 India: 000 800 050 3445	Ukraine: 0800-801-415 US: 888-644-5762 Vietnam: 84 24 4458 2093 Netherlands: 0800 0226957 Ireland: 1800 851 763 Poland: 800 005 189
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Addendum

Adopted: 01.04.2022