

CHILD LABOUR POLICY

GANNI is committed to respecting internationally recognised human rights and to ensuring that children are protected from economic exploitation and work that may be harmful. GANNI maintains a Zero Tolerance approach to child labour. The use of child labour is strictly prohibited and the Supplier must adhere to the International Labour Organisation (ILO)'s Conventions.

Suppliers shall comply with the ILO's Convention 138 on Minimum Age — any employment of individuals below this threshold constitutes a child labour violation. The employment of young workers in hazardous conditions, beyond legal working hour limits, or in prohibited forms of industrial work will equally be classified as a violation of ILO Convention 182 on Worst Forms of Child Labour. Suppliers are required to observe all legal requirements for the work of young workers, including those pertaining to hours of work, wages, work type and working conditions.

DEFINITIONS

“Supplier” means the direct contractual supplier who has entered into a Mutual Business Agreement with GANNI.

“Subcontractors” means the subcontractors of the Suppliers in its supply chain, including (but not limited to) fabric suppliers, trim suppliers, dying and print-house as well as laundry facilities.

“Worker” means any individual performing work in connection with the production, processing, or distribution of goods or services for or on behalf of GANNI, including but not limited to:

- **direct employees** engaged under a formal contract of employment (full-time, part-time, fixed-term, or permanent);
- **indirect and agency workers** supplied through labour agencies, staffing firms, or third-party contractors;
- **home workers and piece-rate workers** performing work off-site or outside a formal workplace;
- **seasonal and temporary workers**, including those engaged during peak production periods;
- **migrant workers**, whether documented or undocumented, domestic or cross-border;
- **apprentices and trainees** engaged in any form of skills development related to production;
- **workers in the informal economy**, including those without written contracts or social protection coverage.

“Minimum age” means workers who are at least 15 years of age, or the applicable minimum legal age for employment, or the applicable age for completion of compulsory education, whichever is highest.

“Young Worker” means any individual falling under the definition of Worker who has reached the legal minimum age but is under the age of 18.

“Zero Tolerance” means that GANNI does not accept any breaches of GANNI's Supplier Code of Conduct and recognised standards which presents imminent risk to people's safety and integrity, risk to the planet, and to the reputation of GANNI.

PROTECTION OF CHILDREN AND YOUNG WORKERS

The Supplier must protect the rights of children and young workers at all times:

- The Supplier is required to establish and maintain effective systems to ensure that child labour is not used, either directly within their own operations or indirectly through Subcontractors. This

includes the implementation of clear internal policies prohibiting the recruitment of underage workers, supported by appropriate governance and oversight mechanisms;

- The Supplier must implement age verification procedures at the recruitment stage. The age of all workers should be verified using original and valid identification documents, and records must be maintained to demonstrate compliance;
- For young workers, the Supplier is required to maintain an up-to-date register and ensure that such workers are not engaged in hazardous work, night shifts or any work that exceeds legal limits or may be harmful to their health, safety or development.

In the event that an Active Child Worker or Historical Child Worker is found, either through an external audit or self-review, the Supplier shall notify GANNI immediately. Suppliers must cooperate with local initiatives and implement a remediation program in collaboration with GANNI.

IMMEDIATE STEPS

Where an Active Child Worker has been identified, the Supplier shall take immediate action to ensure that the child is removed from the workplace and is physically safe. The employment relationship must be formally terminated and handled in a responsible manner that does not place the child at further risk.

REMEDY

1. The remediation program shall last for six months or until the child reaches the Minimum Age, whichever is longer.
2. The Supplier shall provide funds and work with relevant governmental and civil society actors in order to provide for the welfare of the Child Worker, including provision of:
 - Tuition expenses and reasonable additional requisite expenses to enable the Child Worker to return to school;
 - The Supplier is obliged to compensate the child's family for at least the legal minimum wage the child would have earned. These wages should be paid monthly (not as a lump sum) until the child has reached the Minimum age;
 - Administrative costs for case management and monitoring.

The Supplier in question must develop a detailed and time-bound corrective action plan together with GANNI to ensure child welfare. The plan should cover the current case and include a plan to ensure that the production site does not currently and will not in the future employ underage workers and will work towards full compliance with GANNI Code of Conduct. Non-improvement of conditions can be grounds for discontinuation of our collaboration and termination of any contracts with the Supplier.