

CHILD LABOR POLICY

Child labor and young workers

Child labor is not accepted. Suppliers shall employ only 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. Juvenile employees working beyond the legal limits, under hazardous conditions and certain types of industrial work will also be classified as Child Labor violations. Our suppliers are also required to observe all legal requirements for the work of juvenile workers, including those pertaining to hours of work, wages, work type and working conditions.

The use of Child Labor has negative impacts on children and consequentially all of society. Companies must protect the rights of children and young workers:

- Suppliers are required to have systems in place to ensure that child labor is not employed directly by the suppliers or by any partner/subcontractors.
- Implementing internal policies that prohibit the recruitment of under-age workers.
- Implementing a system of age verification at the recruitment stage. Check original ID or certificate for proof of age.
- For juvenile employees, keep a register, and ensure young workers do not work in hazardous conditions and/or night shifts.

If any Active Child Worker or Historical Child Worker is found either through an external audit or self-review, Supplier shall notify GANNI immediately. Suppliers must cooperate with local initiatives and implement a remediation program as directed by GANNI.

Immediate Steps

When an Active Child Worker has been identified, Supplier shall immediately ensure that the Worker is:

- Physically safe
- The employment relationship between the production facility and the child worker(s) must be formally terminated.

Remedy

1. The remediation program shall last for six months or until the child reaches the Minimum Age, whichever is longer.
2. Supplier shall provide funds and work with relevant governmental and civil society actors in order to provide for the welfare of the 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 work on a detailed and time-bound plan 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.