	<b>STAR E PROCESSORS</b>	Doc.Ref.SEP-P-09A
	Arang, Raipur, C.G (492101) India	Rev #01 Dt 01.01.2021
	Child Labor Policy	Section 2

1. Objective	To laydown a policy for Child and Forced Labor engaged for SEP recycling operations
2. Scope	The procedure is applicable for SEP recycling operations only
3. Responsibility	Top management, EHS Coordinator and process wise personnel

### **Child Labor Policy**

#### **Star E Process's CHILD LABOUR POLICY BACKGROUND**

Child labor not only damages children's physical and mental development and deprives them of their childhood, it also deprives them of an education and the ability to acquire a decent job that can support them and their future families. Child laborer's may be exposed to physically or mentally hazardous conditions and they may be denied the life and stimuli required for healthy physical and mental development. While child laborer's are rarely found at manufacturing facilities, the risk of child labor may increase further back in the supply chain.

#### **DEFINING CHILD LABOUR:**

Our definition of child labor is based on conventions and recommendations on child labor by the International Labor Organization (ILO) and refers to work that: – is mentally, physically, socially or morally dangerous and harmful to children; and – interferes with their schooling by: – depriving them of the opportunity to attend school; – obliging them to leave school prematurely; or – requiring them to attempt to combine school attendance with excessively long and heavy work.


#### **OUR POSITION Star E Processors's Code of Conduct states that:**

No children below the age of 15 can be employed in factories producing for Star E Processors. If the law states a higher minimum age, the law must be followed. – Young workers below the age of 18 can only undertake light work in the factory, and all laws concerning the treatment of young workers must be followed. The use of child labor is not acceptable, and we will not work with suppliers that use child labor in any of their facilities, or who do not have efficient systems in place to ensure that child labor cannot occur on the production premises.

#### **OUR COMMITMENT UNDER THIS POLICY:**

Under this policy, Star E Processors commits to the following: – To ensure that this policy is communicated throughout the company, so all our sourcing teams and suppliers are aware of this policy.

- To assess and – if required – follow up on the child labor prevention procedures of our suppliers.
- To ensure that any intervention will be carried out in the best interest of the child.
- To engage and collaborate with international and local stakeholders to address the challenges related to child labor in apparel supply chains and in local communities.

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**OUR SUPPLIERS' COMMITMENT UNDER THIS POLICY** Under this policy, our suppliers/Downstream vendor chain engaged in recycling operations and their factories commit to the following:

- To adopt a hiring policy that includes a minimum age of 15, or older if specified by the law.
- To have efficient management systems in place, which ensure that age verification procedures are followed and implemented effectively. Records of age verification must be kept in employee records.
- To ensure that only persons over the age of 15 are present in the work place, including during school holidays when risk of children being present in the factories may be higher. In factories where childcare facilities are provided, children must be restricted to these areas only and are prohibited from the work area.
- To ensure that legally defined light-work requirements for young workers employed in the factory are respected. – To ensure that any sub-suppliers and sub-contractors are not involved in employment of child labor and that they respect legally defined light-work requirements for young workers.

**PROCEDURE FOR HANDLING CHILD LABOUR:**

If child labor is found in a factory, the following actions will be taken:

- The child will need to be removed from the workplace and given a viable alternative. This emergency child labor intervention must always be done in the best interests of the child and ensure that the child is not forced into worse forms of labor.
- In communication with the child as well as his/her family or caretakers, an appropriate option for education should be found for the child, until s/he is no longer of compulsory school age.
- The supplier is responsible to continue to pay wages to the child from when the child has been removed from the workplace until s/he reaches the age that s/he is no longer in compulsory education.
- The supplier is required to immediately offer the position to a member of the child's family or caretaker of an adult age. The child should have the option to work in the factory once s/he has reached the legal working age.
- Suppliers must work in close collaboration with Star E Processors representatives in order to ensure that the needs of the child are considered top priority, and the supplier should agree to and carry out all agreements made. In case child labor is found, Star E Processors reserves the right to cancel orders and terminate the business relationship. Cooperation with the supplier will be reviewed on a case-by-case basis