



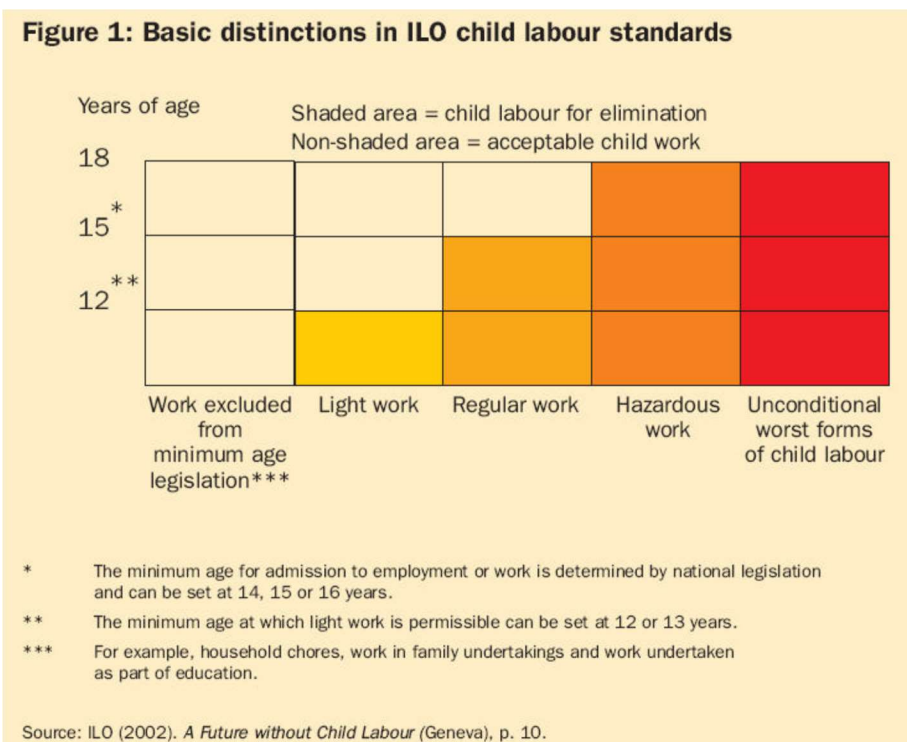
Incidents of Child labor

At Signify, we want to do business in a legal, ethical manner adding value to society and the environment. We have a zero-tolerance policy towards child labour in our own operations and expect the same from those we do business or partner with including suppliers, vendors and contractors.

The International Labour Organization (ILO) and the U.N Convention on the Rights of the Child guide our policy on child labor. In addition, we follow the guidance from the Responsible Business Alliance (RBA) on Child Labor Avoidance: *“Child labor is not to be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Workers under the age of 18 (young workers) shall not perform work that is likely to jeopardize their health or safety, include night shift and overtime. Participant shall ensure proper management of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students’ rights in accordance with applicable law and regulations. Participant shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks.”*

Child labor

In the world today, it is estimated that 160 million boys and girls aged 5 to 17 work as child laborers¹. Even though the activities in the electronics sector -being higher up in the value chain- are not suitable for children, incidentally young workers, not yet having reached the legal age of employability are observed to be active in the workplace.



¹ ILO “Understanding Child labour statistics”: <https://www.ilo.org/global/topics/child-labour/lang--en/index.htm>



When young workers below the minimum age of employability are active, Signify expects Supplier to take immediately remedial action, taking into account the interests of the children employed.

To that extent, Signify expects Supplier to follow the three H's approach as set out in the ILO guide for employers on child labor²:

- a stop to underage **H**iring
- removing children from tasks where the risks from **H**azards are high
- reducing **H**ours to the legal level

A stop to underage **H**iring:

Supplier is expected to immediately stop the hiring of children. In this regard, it is of importance to improve age verification mechanisms.

Removing children from tasks where the risks from **H**azards are high

Supplier is expected to immediately

- Reduce the risk from hazards by improving workplace safety and health
- Remove adolescents from tasks and environments that are deemed hazardous for adolescents but not for adults (i.e. heavy loads, night work, heavy machinery)

These actions need to take place on a structural level rather than an incidental action, and need to be monitored as such.

Reducing **H**ours to the legal level

Supplier is expected to have knowledge on local law, as well as the age for completing compulsory education. Where hours are to be reduced, Signify expects Supplier not to reduce the income, as this would harm the interests of the child. Supplier is to investigate alternatives e.g. in hiring a family member – siblings or parents - or increase the wages of the parent if he or she also works for him. Further, Supplier is expected to offer the child a job, the moment a child has reached the legal working age.

Supporting Education

Signify expects Supplier to transfer the children to school, paying for their education until they reach the legal working age.

Child labor found in an audit

Should a case of child labor be identified during an audit, Signify expects Supplier to act in accordance with the guidelines as set out in this Chapter, in consultation with Signify. Next to that Signify and Supplier will agree to a time period within which the supplier will comply with the ILO norm.

² The guide can be found on www.ioe-emp.org/