

P C Policy Against the Use of Child Labour

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Table of Contents

- I. PURPOSE2
- II. SCOPE OF APPLICATION2
- III. POLICY STATEMENT2
- IV. DEFINITIONS2
- V. REPORTING INCIDENT OF CHILD LABOUR.....2
- VI. THE INVESTIGATION2
- VII. SANCTIONS AND DISCIPLINARY MEASURES.....3
- VIII. GOVERNANCE.....3

I. PURPOSE

The policy aims to protect the interests of Oerlikon. At the same time, it intends to support employees, and all the Oerlikon's representatives in identifying and properly reporting any suspicion of child labour.

II. SCOPE OF APPLICATION

This Policy applies to all employees and representatives of Oerlikon.

III. POLICY STATEMENT

Oerlikon does not participate in and does not accept Child Labour. Oerlikon supports all international conventions pertaining to the non-use of Child Labour. Oerlikon's Supplier Code of Conduct condemns Child Labour.

IV. DEFINITIONS

Child Labour is defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It 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.

Hazardous child labour or **hazardous work** is the work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

V. REPORTING INCIDENT OF CHILD LABOUR

Oerlikon strongly urges the reporting of any incident of child labour. Employees or representatives are encouraged to report complaints to their immediate supervisor their department head, any senior manager of the business unit, their local Human Resources representative, their local Procurement representative, the Oerlikon Compliance Hotline (SpeakUp) which is the compliance telephone line in Switzerland at 0800-561422.¹

VI. THE INVESTIGATION

Any reported allegations of child labour will be promptly investigated.

¹ For all other regional Compliance Hotline numbers, please refer to the Compliance Whistleblowing Policy available in the House of Policies.

VII. SANCTIONS AND DISCIPLINARY MEASURES

If Child Labour is found in the supply chains of Oerlikon, Oerlikon will take all appropriate measures to mitigate any risks by developing a responsible solution which may include the work in partnership with the supplier and or a termination.

VIII. GOVERNANCE

This policy was approved by executive leadership and the Oerlikon Board of Directors, and oversight and responsibility for the implementation of this policy rests with a cross-functional team with members from Human Resources, Compliance Legal, and Procurement.

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