

# Child Labour Policy

Coze Aarhus AIS (in the following referred to as Coze) does not tolerate any form of child labour or forced labour. Manufacturers and suppliers in our supply chain must live up to the international standards of ILO (International Labour Organization).

Coze is a member of amfori BSCI, and our Child Labour Policy is reflected in our use of the amfori BSCI Code of Conduct.

use of child labour or young workers, to a degree that conflicts with the law, may not occur at any time.

By signing, our suppliers are not only adhering to standards in their own operations but also ensuring that their sub-suppliers/contractors are compliant.

We use supplier audits as an integrated part of our supplier management process to help identify risks and compliance gaps. We use 3rd party auditors and perform amfori BSCI audits and follow up according to their procedures.

Coze requires that business partners have effective control procedures, such as age verification of applicants, requiring valid identification.

## Definition of Child labour; \*1

The term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and which is harmful to physical and mental development. It refers to work that:

- \* is mentally, physically, socially or morally dangerous and harmful to children; and/or
- \* 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.



## Reference

Reference for the above is to be found in:

UN Convention on the Rights of the child (UNCRC)  
ILO 138 (minimum age convention)  
ILO 182 (worst forms of child labour)

Special precautions must be taken to ensure that work tasks and conditions are adapted to the child's age, and that the child is supervised by an adult.

**Minimums age:****Light work (part time):**

13 years in developed countries, 12 years in undeveloped countries

**Normal work:**

15 years in developed countries, 14 years in undeveloped countries

**Hazardous work:**

18 years in both developed and undeveloped countries

If a child is found in the supply chain or a buying agent/producer/supplier learn about child labour, it is important to inform Coze without further notice. The child must be removed from the production, but it cannot harm the financial situation of the child.



Employer must provide the child with appropriate compensation for the loss of employment.

Employer must ensure and promote the welfare of the child, which will include, for example, verification of compulsory schooling and financial assistance for the family of the child.

If possible, an adult member of the child's family should be offered the position to ensure a stable economic situation for the child and its family.

Coze must be informed about the situation after which we will find a satisfying solution in cooperation with the producer. The child's age, social situation and education will be taken into consideration. All measures will be taken in the purpose of improving the specific child's situation. The best interest of the child must always be considered.

1. <https://www.lp.org/ipecc/facts/lanq-en/index.htm>

Risskov, 25/5 - 2020

A handwritten signature in blue ink, appearing to read 'Cecilia Winter'.

Cecilia Winter, CEO

A handwritten signature in blue ink, appearing to read 'Thomas Ryge Mikkelsen'.

Thomas Ryge Mikkelsen  
Chairman of the Board