

Policy on child labour and child labour remediation

Nordzucker is against child labour¹ both at our own sites and in our supply chain. Through our Supplier Code of Conduct, we require suppliers to take responsibility to ensure that sub-suppliers and sub-contractors are not engaging in or benefitting from child labour and that young workers are not working at night or overtime, or allowed to carry out any form of hazardous work.

Definition of children and young workers

A child is defined as being less than 15 years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply. If, however, local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO, the lower age applies.

Child remediation

In cases where child labour is found, Nordzucker will initiate a remediation process for the child. The child shall immediately be removed from the production facility. The remediation process should focus on providing education opportunities for the child and on providing other long-term stable means of income for the family of the child.

Young workers

Young workers between the minimum age of employment and 18 years can be employed, provided there are adequate precautions to protect them. If date of birth documents are not available, the employee's age must be established using other appropriate and reliable methods.

Full compliance with local requirements for hiring young workers must be ensured. A risk assessment to identify any hazardous work conditions for young workers must be conducted.

Young workers are not allowed to work at night shifts or allowed to carry out any form of hazardous work. Limits for working hours and overtime should be set with special consideration to the workers' young age.

Nordzucker supports work-based training programmes that enable young workers e.g. interns to learn new skills. These programmes must be aimed at developing their skills and experience. Interns should not replace regular employees.

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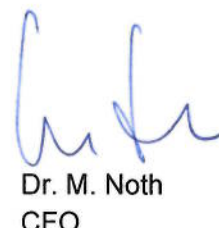
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¹ Child labour refers to work that is mentally, physically, socially or morally harmful to children or interferes with their schooling needs