



Child Labour Policy

Version Control Sheet

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03-07-2025	1.0	Fulco Rouwhorst	Document created
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24-07-2025	1.2	Bernice Bekkers	Document reviewed

Child Labour Policy – Reuzado B.V.

Policy Objective and Principles

This Child Labour Policy outlines Reuzado B.V.'s position regarding child labour. It applies to all our business operations, subsidiaries, and our entire supply chain, including suppliers and partners. Reuzado is committed to complying with international laws and regulations and to protecting the rights and well-being of children in every region where we operate.

A child is defined, according to the UN Convention on the Rights of the Child and ILO conventions, as any person under the age of 18. Reuzado ensures that no person under this age is employed in violation of these international standards throughout its supply chain.

Scope of Application

This policy applies to the entire organization of Reuzado B.V., including all entities we collaborate or conduct business with, such as suppliers, subcontractors, and service providers.

We follow the guidelines of the International Labour Organization (ILO) and the UN Convention on the Rights of the Child. Where multiple laws apply (e.g., national and international), we always apply the strictest standard.

Our expectations of partners and suppliers:

- They must comply with the strictest applicable laws and regulations regarding children's rights.
- They must pass on these standards to their own supply chain, including subcontractors, suppliers, and other stakeholders.
- They must adhere to international standards, including:
 - ILO Declaration on Fundamental Principles and Rights at Work
 - ILO Convention No. 138 on Minimum Age
 - ILO Convention No. 182 on the Worst Forms of Child Labour
 - UN Guiding Principles on Business and Human Rights (UNGPs)

In this policy, “children” refers to persons under 18 years of age. “Young children” are defined as those under the age of 15.

Child labour is defined as work that deprives children of their childhood, interferes with their education, health, development, dignity or well-being, or is harmful to their physical, mental or social health

This policy should be read in conjunction with the Reuzado Code of Conduct, which outlines our broader ethical, social, and environmental standards

Policy Elements

Young Children

Reuzado takes the protection of young children very seriously. Therefore:

- We do not employ individuals under the age of 15, regardless of the country in which we or our partners operate.
- We expect full compliance with this standard from all subsidiaries, suppliers, and business partners.

We do not engage with any organization that employs children under 15. This condition is included as standard in all contracts. If a partner or supplier violates this rule and is unwilling to establish and enforce a corrective action plan, we reserve the right to terminate the cooperation immediately and without penalty.

Legal Exceptions

Family Businesses

In some countries, family businesses may employ their own children, provided that:

- The work is not hazardous, and
- The children do not miss school time.

We respect local laws but will end cooperation if:

- Children are exposed to dangerous conditions, or
- They consistently work during school hours.

Incidental Work

It may occur that a parent introduces a child to a work environment for educational reasons—for example, teaching a child a simple task in an IT setting. This is permitted provided that:

- The child does not miss any school activities, and
- The task is safe and age-appropriate.

Youth Aged 15 and Older

Reuzado adheres strictly to national and international legislation concerning youth aged 15 and older. In line with ILO conventions, youth may engage in light work under the following conditions:

- The work does not endanger their health or safety, and

- It does not interfere with their education or personal development.

Examples of acceptable light work include:

- Inventory or basic warehouse tasks
- Administrative support
- General cleaning tasks

Youth will never operate hazardous equipment, vehicles, chemicals, or other risky tools. We comply with legal limits on working hours and wages. Youth will never work more hours than legally permitted—per day or per week.

These principles also apply to all our suppliers, partners, and subcontractors. Reuzado does not work with organizations that:

- Employ youth in dangerous or physically demanding roles
- Violate legal standards for working hours or wages
- Lack or fail to enforce a child labour policy within their own supply chains

Supply Chain Responsibility and Employment

Reuzado does not engage with organizations that use child labour or fail to take adequate measures to manage child labour risks. In high-risk regions, Reuzado applies enhanced due diligence and requires suppliers to demonstrate effective prevention and remediation measures.

In this policy, "employment" refers to workers engaged by our direct (tier 1) and indirect (tier 2) suppliers. Our established local partners are considered tier 1 suppliers, while agents are tier 2. Collection points fall into lower tiers.

Actions and Implementation

To enforce this policy and contribute to the global eradication of child labour, Reuzado actively commits to the following actions:

- **Collaboration** with governments and civil society organizations to combat child labour. Where possible, we support or organize awareness campaigns in relevant communities.
- **Training** of employees on youth labour legislation and how to identify and report suspected cases of child labour.
- **Hiring procedures** managed by qualified HR staff responsible for policy compliance and youth employment law.
- **Age verification:** Documentation is checked and archived upon hiring. If a worker is found to be under 18, their situation will be reviewed in light of applicable laws. If termination is

necessary, we will ensure a responsible and supported transition, such as temporary financial aid.

- **Communication** of this policy in contracts and supplier agreements.
- **Audits and inspections:** Suppliers are regularly reviewed, including unannounced visits. Full transparency is required. If hidden sites employing children are discovered, contracts will be terminated immediately.
- **Corrective measures:** If child labour is detected, we require a clear plan for elimination. Where possible, we collaborate on a solution that supports the child and their family responsibly.
- **Use of external expertise** when necessary in areas such as child rights, health and safety, or corporate social responsibility (CSR).

Together, we work towards a responsible supply chain in which every child has the right to education, safety, and a future.

For questions or concerns, please contact: compliance@reuzado.nl

This Child Labour Policy has been reviewed and approved by the Management Team of Reuzado B.V. It forms part of Reuzado's broader ethical and sustainability framework and aligns with the Reuzado Code of Conduct.

The Management Team commits to ensuring that this policy remains effective, relevant, and reflective of international standards on human rights and labour practices.

Approved by: Reuzado Management Team

Date: July 2025

Next Review: July 2026

