

Child Labour Policy	Version Control: v1.0 Last Review Date: 01/06/21
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CHILD LABOUR POLICY

The MIDFIX shareholders are committed to respecting human and subsequently children's rights. They strongly believe children should grow up loved, cherished, and able to enjoy their childhood in a strong caring community. MIDFIX will not knowingly tolerate child labour activities in any areas of its operations, including its supply chain.

This MIDFIX Child Labour Policy is based on:

- The United Nations Convention on the Rights of the Child (UNCRC).
- International Labour Organization (ILO) Conventions No 138 (Minimum Age) and No 182 (Worst Forms of Child Labour).

Terms & Definitions

Minimum working age

According to the ILO, no person shall work at an age younger than 15, unless exceptions recognised by the ILO apply, or national laws apply, whichever is most stringent.

Juvenile worker

According to the ILO, a 'juvenile worker' is defined as a worker who has reached the minimum working age but is not yet 18 years old.

Child labour

According to the ILO, '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'.

This includes:

- Any child below the minimum working age engaged in non-light work, and
- Juvenile workers engaged in hazardous work.

Light work

In compliance with the ILO conventions, UNCRC, national laws and regulations, MIDFIX would allow the work of children aged 13 to 15 years (unless exceptions by the ILO or national laws apply, whichever is most stringent). The work is only permitted if it happens outside of school hours, falls into the category of light work and fulfils the following criteria:

- It must be age-appropriate and must not threaten the child's health or development.
- It must be in line with children's rights. The work should not negatively impact the development and education of the child. It should not compromise their attendance at school or time dedicated to homework, playtime and sleeping time, their participation in vocational orientation or training programmes.
- It must not take place on a continuous basis (e.g. it should only take place after school or during holidays) and must take place under nonexploitive conditions.

Hazardous work

According to the ILO, 'hazardous work' is defined as any kind of work that might be prejudicial to a person's health, safety, morals, and development including, but not limited to, night shifts, overtime, moving heavy objects, exposure to extreme temperature and noise, and handling dangerous machinery.

Hours of work

The hours of work completed should not exceed those enforced by the country or region (which ever is the strictest) where the child is working.

Expectations of business partners and suppliers

We would expect all business partners and suppliers to ensure that child labour does not knowingly occur in the manufacturing, supply or the transport of any goods or services supplied to MIDFIX and that they have respective systems, policies and processes in place.