



Child Labour Policy

1.0 Policy Brief & Purpose

This child labour policy is the company's position on employing minors and aims to ensure that our company, its subsidiaries and everyone within our supply chain follows the law and cares for children's interests.

As an organization, we want to do business in a legal, ethical manner adding value to society and the environment instead of doing harm. Helping stop child labour is fundamental to us. We want to make sure that our organization is not involved in nor condones any part in children's exploitation and also helps end it to the best of our ability.

Quality Pack Ltd. (the Company) asks all of its employees and partners to follow this policy, because securing a bright future for children is everyone's duty.

2.0 Scope

This policy applies to our entire organisation and those we do business or partner with throughout our supply Chain including Customers, suppliers, vendors and contractors.

The International Labour Organisation (ILO) and the U.N Convention on the rights of the child guide our policy on child labour. When it comes to legal aspects, we always require suppliers, partners and vendors to follow the applicable laws and recognise children's rights. They must also require their own suppliers, subcontractors and stakeholders to do the same.

In this policy, we refer to "children" as people who are younger than 18 years of age.

"Child labour" refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity. It's work that's harmful to them mentally, physically and socially.

Document No.	Revision No.	Issue Date	Authorised by	Page No.
FSC P-03	1	10/02/2022	Gokhan Ozaltay	Page 1 of 2

3.0 Policy elements

3.1 Young children

When it comes to children younger than 15, the Company will not stand in the way of their health, schooling or free time. The Company is committed not to do business with any organisation that employs children younger than 15. See 3.1.1 for exceptions.

The Company shall include this condition in every contract and reserve the right to break the contract without penalty if any in our supply chain violates this condition and refuses to agree on or follow through with an elimination plan.

3.1.1 Children between the ages of 13 to 15

If the organisation that the Company does business with employs children between the ages of 13 to 15 in countries where the national law or regulations permit, they shall be employed in light work and such employment should not interfere with schooling nor, be harmful to their health or development. No person under the age of 18 is employed in hazardous or heavy work except for the purpose of training within approved national laws and regulations.

The Company will dissolve any contract if it comes to our attention that these children are exposed in danger or are working consistently during school hours.

3.2 Older children

The Company will not employ anybody under the age of 16. In this policy “young person” refers to the children between the ages of 16 to 18.

Any work given to young person applicable by law, shall not carry out work that jeopardizes their health and safety or affects their schooling and development.

At all times a risk assessment will be undertaken to ensure that the work is safe and suitable for the child using the "Young person risk assessment form"

With this rule in mind, the Company may employ children older than 16 for light work. They will not use any heavy or dangerous equipment, chemicals or vehicles when working.

The Company determines their work hours and wage based on applicable laws.

The Company will not employ children for more than the maximum weekly or daily hours allowed by local law. These are mandatory conditions when forming partnerships or other business relationships. The Company will refuse to do business with anyone who employs children of any age in hazardous or exhausting jobs or doesn't

Document No.	Revision No.	Issue Date	Authorised by	Page No.
FSC P-03	1	10/02/2022	Gokhan Ozaltay	Page 1 of 2

follow applicable laws on working hours or pay. The Company expect those in our supply chain to communicate and enforce the no child labour policy to their own contractors.

4.0 Actions and Implementation

To make sure the Company enforces this policy and helps eliminate child labour, the Company is committed to:

- Educating our staff on youth work laws and show them how to report child labour if they see or suspect it.
- Requiring hiring managers and HR to avoid hiring minors under the legal age for working and under the age stated in Company policies.
- Following policy and laws on wages and hours for older children.
- Keeping and validating documentation verifying our employees' age, using Birth Certificate/Passport/or any other valid document to prove age
- Communicating our no child labour policy to our supply chain.

Document No.	Revision No.	Issue Date	Authorised by	Page No.
FSC P-03	1	10/02/2022	Gokhan Ozaltay	Page 1 of 2