

CHILD LABOUR POLICY

Statement

Recom Technologies companies including subsidiaries, affiliates, and holding companies ("Recom Technologies") endeavours to provide a conducive working environment that is based on principles of equality and mutual respect.

Recom Technologies is against all forms of exploitation of children in any of its global operations and facilities and does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities at national level. Recom Technologies will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions.

Child Labour Definition

As defined by the International Labour Organisation (ILO) Convention is "work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under the age of 18 that is hazardous to the physical or mental health of the child.

Implementation

Recom Technologies implementation of the policy is under the responsibility of the human resources department and the security staff, who do not permit minors to enter any facility as employees. Employment contracts and other records will document all relevant details of the employees, including age, and they shall be open to verification by any authorised personnel or relevant statutory body.

Recom Technologies requires that all suppliers and other partners shall recognise the U.N. Convention on the Rights of the Child, and that the suppliers shall comply with all relevant national and international laws, regulations and provisions applicable in the country of production in this regard. Suppliers are obliged to take the appropriate measures to ensure that no child labour occurs at suppliers' and their subcontractors' places of production.

Raising Awareness

Recom Technologies shall develop awareness and understanding of the causes and consequences of child labour in all its facilities and for all its employees. Recom Technologies geographically distant suppliers might require a higher level of vigilance and Recom Technologies clearly identifies and states the policy's requirements providing a "Supplier Code of Conduct" with which suppliers are expected to comply and it may be imposed as a contractual obligation.

All employees are encouraged to report any case of non-compliance with this policy. The employees have a moral and ethical duty to report such instances and should not fear retaliation.

Monitoring

It is the responsibility of the local management and Human Resource Department to implement and ensure compliance with this policy at all Recom Technologies operations and facilities.

However, Recom Technologies reserves the right to make unannounced visits at any time to all places of production/work sites (including their subcontractors) for goods intended for supply to Recom Technologies.

Recom Technologies furthermore reserves the right to assign, at its sole discretion, an independent third party to conduct inspections in order to ensure compliance with Recom Technologies's Child Labour policy.

Disciplinary Actions

Violations of this policy may lead to disciplinary action up to, and including, termination of employment/partnership. Recom Technologies shall take immediate and effective measures to prevent and eliminate any form of child labour.

Complaints Procedure

We see our complaints procedure as an important part of the human rights strategy that helps us to continuously improve our processes for respecting human rights.

If third parties, e.g. suppliers, intermediaries or employees, wish to lodge a complaint they can send an email to ethics-humanrights@recom-tech.com.

Written reports can be submitted in all languages by email.

The aim is to make it as easy as possible for whistleblowers to submit a report and to ensure the widest possible accessibility. All reports are processed independently, impartially, without instructions, carefully and confidentially by the responsible complaints office.

RECOM TECHNOLOGIES
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