

# Child Labor Prohibition Policy

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Corporate Human Resources Team

Respecting and protecting human rights is a top priority for Samsung Electronics Co., Ltd (“Samsung”) and is codified and enforced through Samsung’s Code of Conduct.

Samsung has a zero-tolerance policy against 'child'(as defined below) labor as prohibited by international standards and relevant national laws and regulations in all stages of its global operations.

Samsung also understands that 'young workers' (as defined below) may be more vulnerable to harm and injury due to their young age. For that reason, on top of its safety and health policies to protect all employees, Samsung has special protection for young workers and strives to ensure that young workers are protected from the risk of, and do not engage in, hazardous work.

Samsung is committed to respect and support children’s rights as articulated in the UN Convention on the Rights of the Child, Children’s Rights and Business Principles by UNICEF, Save the Children and UN Global Compact, and the relevant conventions<sup>1</sup> by the International Labor Organization (“ILO”).

In addition, Samsung strives to comply with the Responsible Business Alliance’s Code of Conduct and its due diligence process. Samsung endeavors to comply with all applicable local laws and regulations, and respects the spirit and intention of the international norms and standards such as the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development’s guidelines for multinational enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work.

Samsung shall employ internal or external auditors to monitor the implementation of Child Labor Prohibition Policy(the "Policy") and ensure full compliance with the Policy. If non-compliance is found, Samsung shall immediately implement corrective actions.

Samsung shall review and update the Policy on a regular basis to ensure compliance with changes in applicable laws and regulations and to ensure consistency with Samsung’s values.

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<sup>1</sup> ILO refer to “Minimum Age Convention, 1973 (No. 138)” and “Worst Forms of Child Labour Convention, 1999 (No. 182)

# 1. Definitions

**Child labor** means work carried out to the detriment and endangerment of a child as prohibited by applicable law.

**Child** refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported.

**Young Worker** refers to a worker who has reached the minimum working age that is not considered child labor but is not yet 18 years old. Young workers are entitled to basic labor rights stipulated in relevant laws and regulations. Young Workers shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime.

**Hazardous Work**<sup>2</sup> refers to work that is likely to jeopardize the health or safety of children or young workers including underground work, underwater work, work at dangerous heights or in confined spaces; work in unhealthy environment such as extreme temperatures, loud noise, excessive dust; work with dangerous machinery, chemicals/radio substance handling, vibration equipment or electricity, handling heavy loads; working overtime or working at night, or hazardous work for young workers that is not permitted by local laws and regulations.

## 2. Scope

The Policy applies to Samsung's worksites as well as its suppliers. All our suppliers, including third party recruitment agencies, are to adhere to our Supplier Code of Conduct which includes "Young Workers " provisions.

## 3. Prevention of Child Labor

### 3.1 Measures taken by Samsung

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<sup>2</sup> As stipulated in the Article 3 (d) of ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182)

No person shall be employed at an age younger than 15 or younger than the age for completing compulsory education in the country of Samsung's worksites where such an age of 15 or higher. Samsung considers child labor as a serious criminal offense that is in violation of international standards and national laws in many countries.

Samsung seeks to minimize the risk of children being trafficked or employed unlawfully. All cases of child labor including permanent, temporary, informal (intern, student workers), migrant, contract workers and children being victims of situations such as cases of forced, indentured or trafficked labor, must be immediately reported to Samsung.

Samsung is committed to refrain from any type of child labour in its own business and own production sites and shall take the following steps to mitigate any risk towards the use of child labour:

- Samsung shall establish robust mechanisms of age verification as part of the recruitment process. The minimum working age in line with international standards and applicable local laws and regulations shall be explicitly written in its employment policy, which serves as the basis for hiring decisions at all levels.
- Samsung shall thoroughly review and verify the authentication of the documents provided in relation to the age of the applicants, and all relevant documents must meet the minimum requirements for documented evidence according to local laws and regulations.
- Samsung shall monitor the implementation of the Policy including age verification procedures at its worksites on a regular basis.
- Samsung shall facilitate training courses to its employees that cover key elements related to child labour to raise awareness on the topic and enable them to flag potential risks early.
- Samsung strives to avoid child labor by effectively communicating and, where possible, distributing the Policy to all worksites, recruitment agents and suppliers.
- Samsung shall ensure all recruitment agents have obtained appropriate certifications or licenses to minimize the risk of misconduct of and to ensure adherence to international labour standards.

## 3.2 Remediation for child labor

Samsung shall have effective remediation procedures in place in the event of finding a child laborer at Samsung's worksites. If a child laborer is found at any of Samsung's worksites, Samsung, with the necessary cooperation from the relevant worksite, shall conduct the following corrective actions:

- Immediately inform Samsung's point of contact responsible for supporting the child labor remediation program. Samsung shall (if necessary, with the support of a third party organization) verify whether the child is under the minimum working age by checking all relevant documents, confirm the child's physical and mental health status and conduct interviews to fully understand the relevant circumstances surrounding the child.
- Make an initial assessment to ensure the safety of the child. The worksite shall terminate its employment relationship with the child and provide him/her a child labor remediation program considering the best interest of the child.
- Samsung will, taking into account the best interest of the child, work with the child, and his/her family or caregiver, or a third party child rights organization to find an appropriate remedial solution in accordance with Samsung's remediation procedure. This may include the expenses in order to provide a reasonable living considering minimum living costs or minimum wage of the relevant region and/or enrolment in a suitable educational program to enable the child to return to school. Whenever the need for sending the child back home arises, Samsung shall reimburse necessary costs of transportation incurred by the child and his/her family to return to his/her original place of residence. In case the family may not be able to accompany the child, Samsung shall provide a suitable alternative to ensure the safe return of the child back home.
- When a remediation program that serves the best interest of the child is available and the child and his/her family agree to such remediation program, Samsung shall provide adequate financial support to enable the child to remain in the agreed remediation program until he/she reaches the minimum working age .
- When the child reaches the minimum working age , he/she shall be given the opportunity to be re-employed by the same worksite of Samsung.
- While implementing the remediation program, Samsung shall ensure that the relevant worksite identifies the gaps in the recruitment or management process at the worksite and implements a corrective action plan within 30 working days.
- Samsung (or through a third party organization) shall monitor and keep track of the process of the remediation program until the child labor case is completely closed.

## **4. Protection of Young Workers**

### **4.1 Measures taken by Samsung**

No young workers at Samsung's worksites shall be conducting hazardous work and Samsung strives to enhance in its worksites.

Samsung respects young workers' rights to work and their rights at work and may not exclude young workers from work solely on the basis of their age.

Young workers can be hired at Samsung, but when hiring them, Samsung's worksites should provide the necessary support to ensure that young workers are not subject to harm and are given development opportunities.

Samsung shall ensure that it:

- complies with all legal requirements regarding the employment of young workers;
- maintains a list of all young workers;
- identifies a list of appropriate roles and responsibilities for young workers;
- treats young workers in line with its Code of Conduct and free of any form of discrimination;
- does not engage young workers in night shifts, overtime or hazardous work that could pose a danger to their health, safety or social development,
- assures working hours that do not put at risk young workers' school attendance, participation in compulsory schools or vocational training programs approved by the competent authority, and,
- ensure that supervisors are aware of the special needs of young workers and take the aforementioned protection measures.

Samsung shall provide young workers with the necessary education or training on occupational health and safety, access to grievance channels and regular medical check-ups as may be required by applicable laws or regulations, and maintain the relevant records.

### **4.2 Remediation for young workers conducting hazardous work**

If a young worker is found to be conducting hazardous work, Samsung shall immediately implement corrective actions, including removing the young worker from hazardous positions, providing a medical check-up, information and training on the impact of hazardous work, and an opportunity to change work posts to the one that is appropriate for young workers.

Samsung may decide that this process is supervised and monitored by a designated person in each subsidiary if the health and well-being of the young worker(s) is at risk. The relevant work site shall

take corrective actions to ensure no young workers will be engaged in hazardous work within 30 working days.

※ Miscellaneous: In case of discrepancy and/or inconsistency between the English version and other language versions, the English version shall prevail.