



Samsung Electronics Juvenile Worker Policy in China

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Samsung respects Juvenile Workers' rights to work and rights at work. Samsung shall have a formal policy in place to fully protect Juvenile Workers in accordance with all relevant laws and regulations.

A "Juvenile Worker," regardless of the employment relationship (for example, contract labor), refers to a worker who has reached the age of 16 but is not yet 18. Juvenile Workers are entitled to basic labor rights stipulated in relevant laws and regulations and shall be treated the same as a typical adult workers without any discrimination. Special protection according to laws and regulations to ensure the best interests of the Juvenile Workers will not be considered as discriminatory measures.

1. All work being conducted must be voluntary. Any form of forced labor is strictly prohibited. Juvenile Workers are free to leave their employment upon giving reasonable notice without any penalty.
2. Juvenile Workers shall not work more than 8 hours per day and 40 hours per week. Night shift (from 10 p.m. to 6 a.m. the next day) and overtime works are strictly prohibited. Juvenile Workers shall be given legal holidays, leaves of absence, and rest days.
3. Samsung shall pay Juvenile Workers doing the same work as adult workers at a same rate with the same wage structure without delay or any illegal deduction. Samsung shall monitor if proper wages are paid to Juvenile Workers on time, as described in their Employment Contracts. Samsung shall cover all Juvenile Workers under the social insurance policy as legally required by China. The same level of related benefits, such as meal subsidies, accommodations allowances for adult workers shall also be applied to Juvenile Workers without discrimination.
4. Juvenile Workers are not allowed to perform work that is likely to jeopardize their health or safety. Samsung shall strictly follow the *Provisions of Special Protections of Juvenile Workers* and other applicable standards enforced by China. For example, Samsung shall not assign hazardous or harmful work to Juvenile Workers; Samsung shall not assign work that is of Grade IV physical labor intensity to Juvenile Workers.

In addition, Samsung shall not arrange for Juvenile Workers to engage in work such as lifting or carrying heavy objects, using dangerous tools or machineries, or work that involves exposure to extreme temperatures and noisy environments.

5. Samsung shall regularly assess working conditions including potential risks of health and safety according to applicable laws. Appropriate personal protection equipment (PPE) shall be provided for Juvenile Workers.
6. Samsung shall conduct regular physical examinations, free of charge, for Juvenile Workers in accordance with relevant laws and regulations. Samsung shall follow the physical examination



checklist made by related authorities and shall not force the Juvenile Workers to go through examination check-ups not required by laws and regulations. Physical examinations will take place:

- Before Juvenile Workers are arranged to their work;
 - When it has been one full year since the beginning of their work;
 - When Juvenile Workers become 18 years old and it has been at least a half year since their last medical examination.
7. Samsung shall register Juvenile Workers with the local labor administration in accordance with relevant laws and regulations. Samsung shall submit required documents, such as the results of the medical examinations, IDs of Juvenile Workers, labor contract to the local labor administration. Samsung shall keep all relevant documents, such as registration certificates issued by the local labor administration, for Juvenile Workers.
 8. Samsung shall implement orientation and on-the-job training programs for Juvenile Workers. Orientation training shall be delivered before the Juvenile Worker is assigned to his/her tasks, and shall provide a full understanding of Juvenile Workers' legal rights and responsibilities, and working conditions (e.g., wage calculations, working hours, communication channels, health and safety issues). On-the-job trainings will focus on health and safety, professional skills, and other related topics.
 9. Communication channels including suggestion box and hotlines shall be available and easily accessible. Juvenile Workers shall be encouraged to freely express their concerns, complaints, suggestions, and questions.
 10. Samsung will use internal or external auditors to monitor the implementation of this policy, ensuring full compliance of the policy. If non-compliance is found, Samsung shall immediately implement corrective actions.
 11. This policy may be revised periodically to ensure that it is fully consistent with Samsung's values and any new policy developments.

Miscellaneous: In case of discrepancy and/or inconsistency between English and Chinese version, English version shall prevail.



Reference List

Labor Law of P.R. China

Labor Contract Law of P.R. China and its Amendments

Law of P.R. China on the Protection of Minors

Occupation Education Law of P.R. China

Employment Promotion Law of P.R. China

Provisions on the Prohibition of Using Child Labor

Provisions on the Special Protection of Juvenile Workers

The State Council Decision on the Development of Vocational Education

The Opinion Issued by Ministry of Education on the Pilot Run of the Combination of Practicing and Learning/Work through Study Program

Administrative Measures on the Internship of Secondary Vocational School Students

Notification Issued by Office of the Ministry of Education for the Improvement of Internship Arrangements for Secondary Vocational School Students When Dealing with Enterprise Shortage of Skilled Workers

The Emergency Notification Issued by Ministry of Education on the Further Strengthening Risk Management for Internship with Secondary Vocational School Students

The Implementation Methods and Measures on Internship Insurance of Secondary Vocational Schools

Guidelines on Handling Student Injuries and Accidents

Regulations on Employment Services and Employment Management