

# Samsung Electronics Child Labor Prohibition Policy in China

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Samsung Electronics China (hereinafter referred to “Samsung”) has a zero-tolerance policy against Child Labor as prohibited by international standards and relevant national laws. Child Labor shall not be used in any stage of manufacturing and it should be considered a serious criminal act. Samsung respects and supports children’s rights as articulated in the UN Convention on the Rights of the Child.

Samsung’s Child Labor Prohibition Policy is based on three guiding principles:

- UN Convention on the Rights of the Child*
- Children`s Rights and Business Principles*
- ILO Conventions No 138 (Minimum Age) and No 182 (Worst forms of Child Labor)*

“Child Labor” is work performed by any person under the age of completion of compulsory education or under the minimum age for employment in the country, whichever is higher. In China, a “Child Laborer” refers to a worker who is under the age of 16, which is the legal minimum working age.

This Child Labor Prohibition Policy applies to all business operations of Samsung in China.

## **Preventative Program against Child Labor**

Samsung believes it is very important to prevent Child labor through preventative programs. Samsung shall specify the legal minimum working age in China and ensure it is explicitly written in its employment policy, which serves the basis for hiring decisions at all levels.

1. Samsung shall have effective procedures to verify the age of all applicants before hiring. Samsung shall thoroughly review documents related to the age of the applicants, and all relevant documents must meet a minimum requirement of documented evidence according to Chinese laws such as:

- Government-issued photo ID (most recent versions)
- Other government-issued documents such as a birth certificate, driver's license, family-registration certificate, educational record(s) or any other government-issued documents showing the individual's date of birth

The authentication process of identification includes:

- Assure a match of photo ID to an applicant's face
- Validate the identification of an applicant by using electronic devices with face recognition software or detection machines used by accredited government agencies that can correctly identify forged IDs
- If there is a suspicion of forged documents or temporary identification cards being used, Samsung validates documents through local government offices
- Ensure signing of identification confirmation letter

In-person interviews of all applicants are mandatory. If there is concern regarding the age of an applicant during the interview, it is recommended that interviewer asks questions such as:

- What is your date of birth?
- Where is your hometown?
- How old are your brothers and/or sisters?
- What year did you enter school?
- What schools have you attended?
- What year of the animal were you born?
- Where did you work before applying here?

Samsung shall keep records of the worker that are relevant to the hiring process, such as:

- A copy of documentation verifying age and identification
- A record of matching results by using electronic devices
- Records of employment including the worker's name, date of employment, date of departure, main task(s), work schedule, manager's name

2. Samsung shall implement preventative training programs regarding Child Labor for human resource departments, with special attention on recruitment managers. This training should

enhance the understanding of the Child Labor Prohibition Policy and Samsung's strict hiring process.

3. Samsung shall effectively communicate Samsung's Child Labor Prohibition Policy to its employees and other interested parties such as, but not limited to, government and suppliers. Samsung shall distribute its Child Labor Prohibition Policy to all facilities and ensure its employees fully understand it. The Child Labor Prohibition Policy shall also be published in public spaces of manufacturing facilities via posters and signboards; these will provide information about Samsung hotline to report Child Labor violations as an important means of communicating the Child Labor Prohibition Policy.
4. If in the event that Samsung is required to make use of a recruitment agency to hire new workers, Samsung shall require the recruitment agency complies with Samsung's Child Labor Prohibition Policy and hiring process.

Samsung will check the recruitment agency's license in advance of conducting business and confirm if the agency has any record of violating Child Labor regulations before being allowed to supply workers to Samsung facilities. Samsung shall also ask the recruitment agency to sign a commitment to comply with Samsung's Child Labor Prohibition Policy. Further, Samsung shall monitor compliance regularly and work to ensure that the recruitment agency follows Samsung's Child Labor Prohibition Policy and related procedures.

5. Samsung shall assess risks of Child Labor annually.
6. Samsung shall monitor and update its Child Labor Prohibition Policy to ensure compliance with Chinese laws and regulations. Samsung shall keep all pertinent documents regarding employment practices according to relevant laws and regulations.

### **Child Labor Remediation Program**

If a worker who is under the legal minimum working age is found to be working at Samsung's facilities, Samsung should act with the overall best interests of the Child Laborer in mind, and within the requirements of relevant laws. Samsung will take the following actions:

1. Remove the Child Laborer from the facility immediately to ensure the safety of the Child Laborer. Samsung shall terminate its employment relationship with the Child Laborer and enter him/her into a Child Labor remediation program that considers the best interest of the Child Laborer.
2. Inform Samsung's point of contact responsible for supporting Child Labor remediation program immediately. Samsung will verify whether the Child Laborer is under the age of 16 by checking all relevant documents, confirm the Child Laborer's physical and mental health conditions and conduct interviews to fully understand the circumstances surrounding the Child Laborer. Considering the best interests of the Child Laborer, Samsung shall work together with the child and his/her family to find an appropriate solution in line with Samsung's remediation program.
3. When programs which serve the best interests of the Child Laborer are available and when the Child Laborer and his/her family agree to let him/her go to school, Samsung shall provide adequate financial support to enable the Child Laborer to attend and remain in school until the age of 16. Samsung shall ensure that the Child Laborer continues to receive educational and living expenses which are equivalent to the local legal minimum wage while enrolled in school.

If the Child Laborer voluntarily chooses not to participate in a school education program, he/she will forfeit the right to receive continued financial support from Samsung. This decision must be documented and be mutually agreed upon.

When there is no better option for the Child Laborer other than sending him/her back home, Samsung shall fully cover the transportation cost of sending the Child Laborer back to his/her family or original place of residence.

When the Child Laborer reaches the legal minimum working age, he/she must be given the opportunity to be re-employed by Samsung. Wages and other benefits for the Child Laborer, now above the legal working age, shall be equal to or higher than the level which he/she was paid before.

4. If a Child Laborer is found at a Samsung facility, Samsung shall identify gaps in the hiring process of this facility and implement a corrective action plan for the facility in 90 working days.

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

## Reference List

ILO Convention No. 138, Minimum Age Convention, 1973  
ILO Convention No. 182, Worst Forms of Child Labor Convention, 1999  
ILO Recommendation No. 87, Vocational Guidance Recommendation, 1949  
ILO Recommendation No. 117, Vocational Training Recommendation, 1962  
ILO Recommendation No. 146, Minimum Age Recommendation, 1973  
The UN Convention on the Rights of the Child  
The UN Protect, Respect and Remedy Framework  
Guiding Principles on Business and Human Rights  
OECD Guidelines for Multinational Enterprises, Part 4, Human Rights  
The Electronic Industry Citizenship Coalition (EICC) Code of Conduct  
Children's Rights and Business Principles, UN Global Compact, UNICEF and Save the Children  
Children are Everyone's Business, A Practical Workbook to Help Companies Understand and Address their Impact on Children's Rights, UNICEF  
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 Arrangement for Secondary Vocational School Students When Dealing with Enterprise Shortage of Skilled Workers  
The Emergency Notification Issued by Ministry of Education on Further Strengthening of Risk Management for the Internships with Secondary Vocational School Students  
The Implementation Method and Measures of Internship Insurance of Secondary Vocational Schools  
Guidelines on Handling Student Injuries and Accidents  
Regulations on Employment Services and Employment Management