

Directive for Child Labor and Young Workers

In Germany, there is the Youth Employment Protection Act (JArbSchG), which regulates the protection of children and young people in the workplace. We adhere to the restrictions laid down in this law.

Among other things, the law stipulates how old children have to be to be allowed to work, how long they are allowed to work and what work is prohibited for them. It is intended to ensure that children and young workers are protected from exploitation and health risks.

It is important to us that these guidelines are adhered to in order to protect the rights and welfare of children and young workers.

In order to give school pupils an insight into working life, we offer, in certain cases, the possibility of work experience for school pupils or other company internships as permitted by the Youth Employment Protection Act.

We also pay special attention to our trainees in the company who have not yet reached the age of 18 when they join the company. Apprentices are competently supervised by designated supervisors who have proven their suitability.

When employing adolescents and young people, we ensure that the standards and legal regulations on working hours, rest breaks and the ban on shift work, night work or overtime are observed. Any activities that are classified as dangerous, i.e. that could endanger the physical or mental health and development of young people, are strictly prohibited.

We expect our suppliers, service providers and business partners to also comply with German or European labor law or, in the case of non-European supply chains, to commit to the following guiding principles:

- the UN Convention on the Rights of the Child.
- the conventions adopted by the International Labor Organization
No. 138 (Minimum Age for Employment) and No. 182 (Elimination of Child Labor).

This policy applies to all persons working for or on behalf of the company in any capacity, including employees, directors, officers, volunteers, agents, contractors, consultants and business partners.

Date: 05.07.2024

Signature: _____



(Name and Position) Rainer Dietz COO