

Child labour and young work policy

2021

Our commitment

At Zebra A/S, the Danish retailer behind the international store concept Flying Tiger Copenhagen, we believe responsible practices are critical for the success of our company and advance better social and environmental conditions in global supply chains. All our products must be produced under humane and responsible conditions, and in respect of international social, environmental and ethical standards – particularly in regards to children.

A very important requirement of the Zebra A/S Supplier Code of Conduct is that all our suppliers and intermediaries: *“shall not use or exploit child labour. No person shall be employed in manufacturing or other services at an age younger than 15, even if local legislation allows for lower limits. Young workers between 15 and 18 years may only be employed to carry out light work at reduced working hours, with tasks that do not interfere with their physical and mental development and education.”*

According to the UNCRC, ‘a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier.’ The International Labor Organization (ILO) defines child labour as ‘work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.’



Zero tolerance

Use and exploitation of child labour and young workers is a zero-tolerance issue for Zebra A/S and we do not accept the practice in any part of our supply chain. We will halt orders and production, and endeavor to terminate business relationships, should it come to our knowledge that any of our suppliers have child workers or mistreat young workers in their facilities

Zebra A/S is ensuring the education of employees and suppliers on child labour by implementing this topic into onboarding sessions, supplier trainings and supplier audits.

Implementation of this policy

As we do not own any of our production, we expect from our suppliers and intermediaries to respect in full our Supplier Code of Conduct. Additionally, they shall responsibly monitor their suppliers and subcontractors and ensure child labour does not take place. To verify compliance, we regularly conduct audits at our suppliers’ facilities and verify:

- employment and recruitment practices
- management systems and records
- provisions for juvenile workers
- that children, even if not working, are not on found in the work areas.
- Based on the definition of light work and in compliance with the ILO, UNCRC and national laws and regulation, employment of young workers, children between the age of 15 (or higher, if the national legal minimum working age sets a higher limit) and 18, is allowed in our own operations and for our



suppliers, only when the following procedures are in place: Young workers are only employed after school hours and for light tasks that do not interfere with their healthy physical and mental development

- Daily working hours should not exceed 8 hours
- Young workers are never employed on night shift
- The total time spent between school, work and travel time should not exceed 10 hours daily
- Young workers should not be exposed to hazardous situations and work

Hereby, the ILO defines hazardous work as ‘the work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.’

Should child labour be revealed at any of the supplying, packaging or storing factories, Zebra A/S will put in place together with the primary supplier and the site a remediation plan.

Remediation process

We recognise that remediating a child labour situation can be complex and each situation will be handled in its context. We will however always follow the following steps and take all possible actions in the best interest of the child.

Immediate actions. As soon as a notification on child labour is received by the Social Compliance team, Zebra will send the primary supplier and, if possible, the site, a remediation letter and request to initiate action within 24 hours. Requested actions are the following:

- The child needs to be immediately removed from the work situation, and the supplier needs to ensure a feasible and safe alternative to avoid the child ending up in worse forms of labour.
- In cases where the child has been employed for hazardous work, night work or other straining tasks, the supplier shall provide a medical health check to ensure the child is in good health.
- Depending on the situation, age and family origin of the child, the supplier shall grant financial safeguard by providing the child to full salary and benefits until fulfillment of legal working age. The supplier shall be responsible for providing a safe accommodation or arrange for safe travel back to the child’s family.
- The site shall offer, when viable, the same employment to another family member to guarantee a source of income to the family.

Investigation and follow up. In each case, we will assess the legal implications and the appropriate course of action to mitigate and prevent reoccurrence of child labour. In all cases, production will be put on hold.

For suppliers that in good faith and unknowingly were employing children, we will consider re-establishing cooperation after a thorough follow-up audit has proven the site’s practices have improved. In other cases, where we have evidence of repeated malpractice and failure to collaborate on remediation, we will immediately stop cooperation and assess internally the appropriate next steps, including informing local authorities and organizations for the protection of the child.

We support and are a part of the CCR-CSR network, a social enterprise with competence, experience and knowledge to help companies improve and implement child rights-related CSR-strategies, programs and projects. We use CCR-CSR for the remediation of child labour cases in China, where the vast majority of our products are produced.

Zebra A/S process of the due diligence on child labour can be seen in the annual report.

