



TECHNICAL INSTRUCTION

SQ-00-CRS-03

POLICY FOR CHILD LABOR REMEDIATION AND YOUNG WORKER PROMOTION

ELABORATED BY:	JONATAN PORTO	REV:	01
APPROVED BY:	MARCELO LIMA		
DISCIPLINE:	COMMUNICATION AND SOCIAL ACCOUNTABILITY	DATE:	Aug. 21, 2024

OBJECTIVE

The objective of this Policy is to establish the company's guidelines, values and commitments regarding the Remediation of Child Labor and Promotion of Young Workers with a focus on ethics and transparency of the company's processes, activities, and relations with all its internal and external stakeholders.

INTRODUCTION

The Policy for Remediation of Child Labor and Young Worker Promotion is a set of principles, guidelines and strategies that guide, in a uniform, ethical and professional manner, the company's relationship with its stakeholders and all its internal and external actions, focused on the assumptions established in requirement 1 (Child Labor) of the International Social Accountability Standard - SA 8000 and its Indicator Annex and National Legislation, in addition to the International Labor Convention (ILO), nº 182, on the prohibition of the worst forms of children's labor and immediate action for its elimination.

It is the responsibility of all company employees, regardless of position or hierarchy, to ensure the good image of the company and respect all the assumptions stipulated in this Policy.

DESCRIPTION OF ACTIVITIES**A. REMEDIATION OF CHILD LABOR**

Estaleiros do Brasil Ltda. (EBR) repudiates the use of child labor in its production process and uses the International Standard for Social Accountability SA 8000 as references, highlighting Requirement 1 (Child Labor), in addition to the Communication and Social Accountability Policy and the applicable legislation. The commitment not to use child labor extends to its suppliers and subcontractors through a formal commitment, under penalty of breaking commercial relations.

The company seeks commitment on the part of employees to obtain the best results, to ensure social actions, repudiating child labor and forced labor, with a view to a healthy and safe work environment with adequate infrastructure.



POLICY FOR CHILD LABOR REMEDIATION AND YOUNG WORKER PROMOTION

Once allegations of child labor are presented, including those involving suppliers or business partners, the Communication and Social Accountability area must carry out the investigation by opening a nonconformity report (NCR), to promptly resolve the nonconformity, requiring applied repair actions, under penalty of contractual termination, in the case of suppliers and/or subcontractors. The Communication and Social Accountability area will also report the fact to the competent authorities.

Note: The registration of nonconformities must be carried out using the specific module for this purpose available in the Communication and Social Accountability Tools System.

1

Whenever a situation of child labor is verified on the company's premises, the Communication and Social Accountability area must immediately remove the child from the premises, forwarding them to family members or, in their absence, to the competent institution and immediately reporting the irregularity to the Human and Organizational Development area, to ensure compliance with legal requirements.

The family will be provided with the same remuneration paid to the child, as a guarantee of his/her referral/permanence in the public education system – until the age of a young worker. To ensure compliance with this guideline, payments will only be made upon presentation of proof of enrollment and school attendance. When they reach the age of a young worker, they will be reinserted into work, respecting the applicable legal precepts and company policy. **EBR** will provide the necessary support, through the Communication and Social Accountability area, with a view to enabling these children to attend and remain in school, in compliance with compulsory schooling.

B. YOUNG WORKER PROMOTION

EBR signs its commitment, extending to its suppliers and subcontractors, not to expose young workers to dangerous, unsafe, unhealthy situations and to respect all the requirements of the International Standard SA 8000 and applicable legal precepts. In addition, it undertakes to adopt criteria for the promotion and development of the person as a young worker, as provided for in item 1.3 of Requirement 1 (Child Labor) of the aforementioned Standard.

The company promotes education, through the Young Apprentice Program (Student Law), conditions for young workers to attend the regular or professional education system. The organization may employ young workers, provided they are subject to mandatory education laws and outside of school hours. Under no circumstances shall such workers' class, work and transportation time exceed a total of 10 (ten) hours a day, and under no circumstances shall youths work more than 8 (eight) hours a day. Young workers cannot work during night hours.

APPLICABLE STANDARDS

Communication and Social Accountability Tools System - Module: NonConformities.

1