

PURPOSE AND INTRODUCTION

This policy underscores Strauss Brands' unwavering commitment to the elimination of Child Labor in all our operations and supply chains. It is designed to protect the rights of children and ensure compliance with national and international child labor laws and standards

RESPONSIBILITY

This policy applies to all Strauss Brands operations, subsidiaries, and business partners, including suppliers, contractors and any other party engaged in a business relationship with Strauss Brands

POLICY STATEMENT

Strauss Brands strictly prohibits the use of child labor in any stage of manufacturing, sourcing, or any other aspect of our operations. We define child labor as work that deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical and mental development.

Age Verification:

- ★ Implement strict age-verification checks during the recruitment process to ensure that all employees meet the minimum age requirement
- ★ Maintain accurate and up-to-date employment records for all employees

Adherence to Laws:

- ★ Adhere to the minimum age provisions of national labor laws and regulations
- ★ Align with international standards, particularly the ILO Minimum Age Convention No. 138 and the Worst Forms of Child Labour Convention No. 182

Supply Chain Diligence:

- ★ Require all suppliers and business partners to comply with this child labor policy as a condition of doing business with Strauss Brands
- ★ Conduct due diligence assessments to ensure suppliers and business partners are in compliance with this policy

Remediation Procedures:

- ★ Establish clear remediation processes for any child labor cases identified within our operations or supply chains
- ★ Include provisions for the support and safe transition of any child found to be engaged in labor to appropriate educational or vocational programs

Education and Training:

- ★ Provide training to our employees and management, especially those involved in hiring decisions, to recognize and prevent child labor
- ★ Raise awareness among suppliers and partners about the importance of not employing child labor

Monitoring and Reporting:

- ★ Establish a confidential reporting mechanism for employees and external parties to report suspected child labor violations

Partnerships:

- ★ Engage with local and international organizations to support programs aimed at the prevention of child labor
- ★ Participate in initiatives focused on improving educational opportunities for children in communities where we operate

Continuous Improvement:

- ★ Review and update our child labor prevention practices on a regular basis to reflect new insights and best practices
- ★ Strive to go beyond mere compliance, working proactively to promote the welfare of children in our business environment and community

Accountability:

- ★ Hold all levels of management accountable for enforcing the standards set forth in this policy
- ★ Implement disciplinary measures for violations of this policy by Strauss Brands' employees or business partners

In Conclusion, Strauss Brands is committed to responsible business practices that respect the rights of children. We believe in contributing positively to the communities we impact, which includes ensuring that children are afforded the opportunity to engage in education and are protected from exploitation.

IMPLEMENTATION AND COMPLIANCE

- ★ Risk Assessments: We will conduct regular human rights impact assessments to identify, prevent, mitigate, and account for how we address our impacts on the Prohibition of Child Labor
- ★ Training and Awareness: We will provide training and/or resources to our employees to ensure they understand and can implement this policy effectively
- ★ Grievance Mechanism: Strauss Brands will establish a grievance mechanism for employees and other stakeholders to report human rights concerns without fear of retaliation
- ★ Monitoring and Reporting: Compliance with this policy will be regularly monitored and results will be included in our annual sustainability report
- ★ Continuous Improvement: We are committed to continuously improving our practices to support human rights, seeking dialogue with our stakeholders, and learning from best practices

RESPONSIBILITY AND REVIEW

The ultimate responsibility for this policy lies with the senior leadership of Strauss Brands. This policy will be reviewed annually and updated as needed to ensure relevance and effectiveness in representing our employees' rights and interest

RESOURCES AND REFERENCE MATERIAL

[ETI Base Code Guidance: Child Labor](#)
[C182 - Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#)
[C138 - Minimum Age Convention, 1973 \(No. 138\)](#)

REVISION DATE	REASON FOR CHANGE	APPROVED BY
10.27.2023	Release	Elsa Kastrul