

# Child Labour and Young Worker Policy

## Introduction

As a values-driven business, CR recognises child labour to be a worldwide issue and CR takes a strong stance for the abolishment of child labour. This policy has been developed as a declaration to our commitment and responsibilities towards prohibition of child labour, protecting Young Workers and ensuring compliance with the United Nations International Labour Organisation (ILO) Conventions 138 and 182 pertaining to Child Labour, and compliance with child labour related requirements set out in national as well as local laws wherever applicable.

## Definitions

**Child Worker:** A 'Child Worker' refers to a person below the age of 15, or any higher age specified in local law for completing compulsory schooling or beginning full time work. However, in strictly limited circumstances, where the local law sets the minimum legal age at 14 years, under ILO Convention 138 in accordance with developing country exceptions, the lower will apply.

**Young Worker:** For clarity, CR defines a 'Young Worker' is any person above the age of 15 and below the age of 18.

**Child Labour:** A general term that includes the employment of a Child Worker or a situation where an employed Young Worker is exposed to Hazardous Work.

## Scope

This policy applies to CR's operations globally, including all legal entities worldwide owned or controlled by CR, and all entities throughout our supply chain including our supplying partners, contractors, and vendors.

## Provisions

As a part of basic provisions set out by this policy:

- There shall be no Child Worker employed in CR's supply chain, including but not limited to, offices, warehouses, foundries, and home working arrangements.
- CR supports the employment of Young Workers for formal work-based traineeships or apprenticeships, while meeting local legal requirements for Young Workers (where applicable).
- CR will always conform to the latest relevant ILO standards, as well as relevant OHS laws.

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## Implementation

CR consistent with Epiroc requirements will take the appropriate measures to ensure no child labour occurs throughout the organisation's supply chain. CR will establish management systems and training for Young Workers to ensure prescribed work is performed safely.

These measures, to be implemented throughout CR and at the sites of our supplying partners, contractors, and vendors in the supply chain, include:

- Keeping an age verification system in place that includes review of identification documents. Documentation stating each worker's age must be available for review by CR representatives at any site or by our supply chain entity representative at their respective site.
- Collation and maintenance of a full list of all employees, detailing employee name, department, division, employee number, date of birth and date of joining.
- Regularly reviewing the training and supervision requirements and work health and safety risks of Young Workers to ensure the risks are managed appropriately.

As our supplying partners are important entities throughout our value chain and may geographically be in regions prone to child labour, we implement the following measures:

- A requirement that our suppliers meet the standards outlined in our Supplier Code of Conduct (SCOC), which is derived from The Ten Principles of the UN Global Compact (UNGC) and defines requirements around prevention and abolition of child labour.
- For key supply partners, a scheduled formal audit and review process is undertaken, covering all supplier risk types, including Labour Practice issues such as Child Labour.

## Remediation

In cases where Child Labour is found at any of the facilities mentioned in Scope, CR shall:

- Immediately request the removal of the child from the work area to ensure their safety.
- Report the occurrence to the relevant divisional General Manager
- Work with the site to review their hiring procedure to make sure no reoccurrence of this kind happens.

If a Young Worker is found to be exposed to unacceptable workplace health and safety risks, the appropriate representative at site shall:

- Immediately isolate the Young Worker from the hazard.
- Continue to employ the Young Worker without any reduction in pay or benefits.
- Carry out a detailed risk assessment to establish work that the Young Worker can do safely.

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## Monitoring

To ensure all the sites within the Scope avoid occurrences of Child Labour, CR shall employ a variety of ongoing monitoring measures, including:

- Announced and unannounced audits at different sites to ensure thorough compliance to our Child Labour and Young Worker Policy.
- Enforcement of this Child Labour and Young Worker Policy at all the current sites in our supply chain and compulsory uptake of the same for all new suppliers or other contracts.
- Ensuring our Supplier Code of Conduct policy is well understood and acknowledged by all our relevant employees and suppliers.
- Ongoing training and continuous improvement efforts for all our relevant employees regarding the issues around Modern Slavery, including Child Labour.



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