

Child Labour Policy

Kontainer

August 2024

Child Labour Policy

1. Overview and how we define Child Labour

- 1.1 Child labour involves the employment of children in a manner that deprives them of their childhood, potential, dignity, or interferes with their education. It is a practice that is exploitative and harmful to the physical and mental development of children.
- 1.2 At Kontainer, we are committed to conducting our business fairly, ethically, and with respect for human rights. We strictly prohibit child labour in our operations and supply chains, and we are committed to the welfare and development of children globally.
- 1.3 This policy applies to all individuals working for or on behalf of Kontainer, in any capacity, including employees, directors, officers, workers, consultants, volunteers, suppliers, and service providers.
- 1.4 Failure to comply with this policy may result in disciplinary action, including dismissal or termination of the contract between you and Kontainer. Legal action may also be taken where appropriate.
- 1.5 Our Child Labour Officer (CLO) is Nanna Bentel. They are responsible for the implementation and oversight of this policy.

2. Preventing Child Labour in our Business

- 2.1 We conduct thorough checks on all employees, recruitment agencies, and suppliers to ensure compliance with child labour laws. We verify the age of all employees to ensure they meet the legal working age requirements.
- 2.2 Every employee at Kontainer receives a written employment contract and is compensated in accordance with the law. We comply with all legal obligations to ensure the safety and well-being of our employees, including working hours, rest breaks, and holidays.

3. If you are one of our Suppliers

- 3.1 As a supplier, you must assess your business and supply chains to confirm to our CLO that you:
 - Comply with all legal obligations related to child labour.
 - Are committed to ensuring that no child labour is occurring within your business or supply chains.
- 3.2 If you are found to be in breach of this policy, or if child labour is discovered in your operations or supply chains, we may terminate our contract with you and pursue legal remedies.

4. If you are an Employee or a Worker providing services for us

- 4.1 You must immediately report any suspicions of child labour within our business or supply chains to our CLO. The CLO will investigate and report to the Board on any actions required.
- 4.2 Kontainer guarantees that you will not face any detrimental treatment as a result of reporting concerns in good faith under this policy. This protection applies even if the concerns are found to be mistaken after investigation. If you believe you have suffered such treatment, report it immediately to our CLO.

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This Child Labour Policy outlines Kontainer's commitment to preventing and addressing child labour. If you have any questions or need further information, please contact our Child Labour Officer.