

CHILD LABOUR PREVENTION POLICY

Objective

Eurostrut is committed to ethical and responsible business practices. Under no circumstances will child labour be tolerated. We are dedicated to actively preventing child labour within our own organization and throughout our supply chain.

1. Definition of Child Labour

We define child labour as any work performed by individuals under the minimum age specified by ILO Conventions (138 and 182) and/or applicable national laws. Child labour includes any work that:

- Harms the child's physical or mental development;
- Interferes with their education;
- Is hazardous or exploitative in nature;
- Is carried out by children under the age of 15 (or 14 in developing countries, as per ILO guidelines).

2. Scope of Application

This policy applies to:

- All Eurostrut employees;
- All subsidiaries;
- All suppliers, subcontractors, and business partners worldwide.

3. Our Commitments

- **Legal compliance:** Eurostrut complies with all relevant international and national laws related to child labour.
- **Supplier Code of Conduct:** All suppliers must sign and adhere to Eurostrut's Code of Conduct, which explicitly prohibits child labour.
- **Monitoring and audits:** Eurostrut performs risk assessments and, when necessary, conducts audits to ensure compliance across the supply chain.
- **Remediation in case of violation:** If child labour is discovered, Eurostrut will suspend cooperation and require immediate corrective actions. If these are not taken, the business relationship will be terminated.
- **Support for education:** In cases where child labour is identified, we will strive to work with local authorities or NGOs to ensure the child gains access to education.

4. Internal Awareness & Training

Employees and procurement teams receive instructions on child rights and responsible sourcing.

Employees are encouraged to report any suspected violations through our internal whistleblower system.

5. Accountability

In high-risk regions, suppliers may be required to provide additional proof (e.g., employee age verification).

6. Final Statement

Child labour is incompatible with Eurostrut's values. We believe in sustainable growth, respect for human rights, and a fair future for children around the world.