

The protection of human rights and fundamental freedoms is a top priority for Eversola and is codified and enforced through the company's own Code of Conduct and the Eversola Social Standards. Eversola will therefore not tolerate any form of child labor or forced labor directly or indirectly involved in its business/operations.

Child and forced labor are pervasive problems throughout the world. As a global employer and purchaser of services and goods, Eversola has an important role to play in these issues.

Child labor, as characterized by the International Labor Organization (ILO) Convention is "work by youngsters under the age of 12; work by kids younger than 15 that forestalls school participation, and work by youngsters younger than 18, that is dangerous to the physical or psychological wellness of the kid.

To this end, Eversola has adopted the following Principles to reinforce its core value of treating all people with dignity and respect:

- Eversola will not tolerate the use of child or forced labor in any of its global operations and facilities.
- We will not tolerate the exploitation of children, their engagement in unacceptably hazardous work, and the physical punishment, abuse, or involuntary servitude of any worker.
- We expect the suppliers and contractors with whom we do business to uphold the same standards & values. Should a pattern of violation of these Principles become known to Eversola and not be corrected, we shall discontinue the business relationship.
- For purposes of these Principles, a "child" is anyone who is less than 15 years of age.
- Eversola supports temporary workplace internship and apprenticeship education programs for younger persons as well as customary seasonal employment so long as such persons are closely supervised and their morals, safety, health and compulsory education are not compromised in any way.

hazardous work

In determining work that is unsuitably dangerous for persons under the age of 18, consideration should be given to:

- Work which exposes them to the possibility of physical, psychological or sexual abuse;
- Work underground, under water, at dangerous heights or in confined spaces;
- Work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
- Work in an unhealthy environment which may, for example, expose them to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
- Work under particularly difficult conditions such as work for long hours or during the night or work where they are unreasonably confined to the premises of the employer.

Forced Labor

Forced labor is any and all work or service which is exacted from any person under the menace of any penalty for its non-performance and for which the worker does not offer him, or herself voluntarily. Providing wages or other compensation to a worker does not necessarily indicate that that labor is not forced or compulsory.

Forced Labor takes many insidious forms. Like but not limited to-

- Child or young person labor where the person has no choice about whether to work or not;
- The work or service of prisoners if they are hired out or placed at the disposal of private individuals, companies or associations involuntarily and without supervision of public authorities;
- Involuntary labor for development purposes required by the authorities, including assistance in construction, agriculture and other public works;
- Work required in order to punish opinion or expression of views ideologically opposed to the established political, social or economic system; and
- Bonding workers through debt.

In the lead of its business, Eversola:

- Won't utilize children that fall into the definition as specified by ILO Convention, notwithstanding any public law or nearby guideline;
- Will agree with any remaining pertinent child work laws, including those connected with compensation, hours worked, the extra time, and working conditions;
- Is against all types of exploitation of children. The organization doesn't give work to youngsters before they have arrived at the lawful age to have finished their necessary instruction, as characterized by the applicable specialists;
- Expects its colleagues and partners to have and maintain comparable guidelines and keep country-administering laws in nations wherein they work. Should an infringement of these Principles become known to Eversola and not be remediated, we will make a genuine move, including stopping the business relationship;
- It is the obligation of the nearby administration and the Human Resource Department to carry out and guarantee consistency with this approach at all Eversola operations and offices.

Also, Eversola together with its worldwide subsidiaries, affiliates, joint ventures or other associated entities, will not use Forced Labor in any of its operations anywhere in the world. This commitment also extends to the use of any factory or sub-vendors who make or assemble Eversola products.

Eversola will not purchase, rent, lease, borrow or otherwise use any products, goods, services or raw materials anywhere in the world made or provided by a supplier who knowingly uses forced labor.

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