

	<b>CHILD LABOUR EMPLOYMENT PREVENTION POLICY</b>	Doküman No	<b>PK-22</b>
		İlk Yayın Tarihi	<b>09.01.2019</b>
		Revizyon Tarihi	<b>03.01.2024</b>
		Revizyon No	<b>2</b>
		Sayfa	<b>1/1</b>

## 1. Purpose

The purpose of this policy is to completely prevent child labor at Sarten Ambalaj and to ensure that young workers are employed under legal and ethical conditions that are safe and healthy.

## 2. Scope

This policy applies to all departments and sites of Sarten Ambalaj and is implemented for all employees, human resources personnel, interns, and young workers. It covers all processes from recruitment to the preparation of employee insurance declarations, as well as the steps to be followed in the event of child labor detection. The policy aims to regulate the status of individuals under the age of 18 in the workplace, ensuring that child labor is strictly prohibited.

## 3. Method and Requirements

According to the International Labour Organization (ILO), a person who has reached the age of 15 but not yet 18 is classified as a "young worker."

- Child labor is strictly prohibited at Sarten Ambalaj. Only intern students working within the framework of vocational training laws and under the supervision and approval of teachers and parents may be employed in office-related tasks as young workers.
- Interns are provided with equal benefits as employees, including transportation, uniforms, and meals.
- During the hiring process, official documents are verified to prevent child labor.
- Employee records are checked monthly while preparing insurance declarations.

### In Case of Child Labor Detection:

- The identified child worker is not immediately removed from the site. Instead, the root causes of their presence in the workplace are investigated. The Human Resources team conducts a one-on-one meeting with the child worker in a private setting, prioritizing their continued education.
- If a family member of the child worker is in need of employment, efforts are made to offer them a job instead of the child.
- If the child worker is of school age, they are provided with educational and financial support until they complete their education.

GENERAL MANAGER  
SARTEN PACKAGING