# Harlequin Trade AB - Code of Conduct Addendum

Children's rights and prevention of child labour

## Purpose and scope

This addendum forms part of Harlequin Trade AB's Supplier Code of Conduct and applies to suppliers, relevant subcontractors and other business partners involved in products or services supplied to Harlequin.

## Children's rights

Harlequin requires its Suppliers and relevant subcontractors to respect children's rights and to take reasonable measures to prevent adverse impacts on children arising from their operations and supply chains.

Suppliers shall respect the principles of the United Nations Convention on the Rights of the Child (UNCRC), with particular attention to the protection of children from economic exploitation, harmful work and other forms of exploitation.

### Article 28 - Right to education

Children have the right to education. Employment or other activities performed by children must not interfere with compulsory education or prevent children from attending school.

### Article 32 - Protection from economic exploitation and harmful work

Children shall be protected from economic exploitation and from work that is hazardous, interferes with education or is harmful to their health, safety or development.

### Article 36 - Protection from other forms of exploitation

Children shall be protected from other forms of exploitation that may harm their welfare or development.

## Minimum age and hazardous work

Suppliers and relevant subcontractors shall comply with applicable minimum-age legislation and respect the principles of ILO Convention No. 138 on Minimum Age and ILO Convention No. 182 on the Worst Forms of Child Labour.

The minimum age for employment shall not be lower than the applicable legal minimum age or the age of completion of compulsory schooling, whichever provides the greater protection. Persons under the age of 18 shall not perform work that is hazardous or likely to harm their health, safety or development.

## Remediation if child labour is identified

If child labour is identified, the Supplier shall not take measures that may worsen the situation of the child, such as immediate dismissal without consideration of the child's welfare. The Supplier shall cooperate with Harlequin and relevant parties to develop an appropriate remediation plan that prioritizes the child's safety, education and best interests.

## Onward communication and follow-up

Suppliers shall communicate corresponding requirements regarding child labour and children's rights to relevant subcontractors and shall take reasonable measures to monitor compliance where risks have been identified. Suppliers shall provide Harlequin with relevant information upon reasonable request and shall cooperate in corrective actions when necessary.

## Supplier acknowledgement

We confirm that we have received, read and understood this document and undertake to comply with its requirements in activities connected to products and services supplied to Harlequin Trade AB. We undertake to communicate relevant requirements to employees, representatives and subcontractors involved in such activities and to cooperate with Harlequin Trade AB regarding reasonable requests for information, follow-up and corrective actions.

**Company:** _____

**Name and position:** _____

**Place and date:** _____

**Signature:** _____