SCHOTT
glass made of ideas

Fact sheet on the prevention of child labor

The challenge of ending child labor and respecting and promoting children‘s rights remains a major challenge.

The combination of poor living conditions, poor educational opportunities, a lack of good working conditions for young people, but also the COVID-19 pandemic and its socio-economic impact, means that more and more children are forced to work in child labor.

Source: German Federal Ministry for Economic Cooperation and Development; Children and Youth Rights

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Introduction

The values described in the SCHOTT Code of Conduct as well as in our Declaration of Principles on Human Rights.
➜ Social Engagement / Human Rights are the basis for SCHOTT's responsible behavior.

SCHOTT believes that every child has the right to a healthy and safe environment, access to education, play and recreational opportunities, an adequate standard of living and protection from abuse and harm.

IIn accordance with the ILO Core Labor Standards (No. 138; No. 182), SCHOTT observes the minimum age for employment and strictly rejects child labor. This approach is also required of our business partners and is therefore also one of the central requirements of our SCHOTT Code of Conduct for Suppliers.
➜ Social Engagement / Human Rights

In this information sheet, SCHOTT specifies its requirements and measures with regard to the prevention and elimination of child labor and defines a binding framework of action for our business partners.

SCHOTT's Compliance Office will review the information sheet at regular intervals to identify any need for revision and update it if necessary.

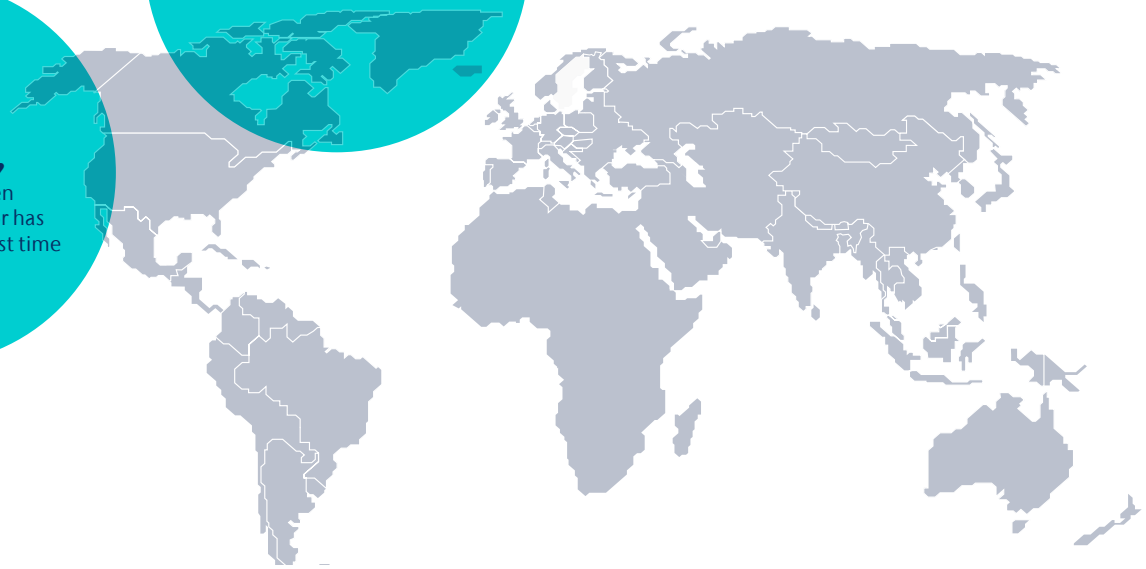
More than
160 mil. children
between the ages of **5 and 17** are regularly forced to perform illegal
child labor.

Only 30 percent of children
are paid for their work; most of the work is **unpaid** in family businesses.

79 million
of them work under extremely exploitative conditions.

112 million
of these child laborers are employed in agriculture.

Due to the
Covid-19 pandemic,
the number of children affected by child labor has **risen again** for the first time in 20 years.



(Source: ILO – Child Labour Global Estimates 2020)

Terms and definitions

Child
For the purposes of the UNCRC, “children” are all persons up to the age of 18.

Child labor
According to the ILO definitions, “child labor is defined as an activity that violates legal standards (age limits and maximum duration of work) and can therefore impair the child’s mental, intellectual and physical development”.

Minimum age for employment
The minimum age for the admissibility of child labor is 15 years and must be observed unless there are recognized exceptions according to the ILO or national laws to the contrary. The stricter provisions in each case must be complied with.

Young worker
According to the ILO, a “young worker” is a person who has reached the minimum age for employment but not the age of 18.

13 years
Light work
to support the family business

15 years
Entry age
under special conditions

18 years
Entry age for hazardous work
under statutory health and safety regulations

Easy work
People between the ages of 13 and 15 can be employed in lighter activities.

This is understood to mean work that is neither harmful to the development and health of children, nor does it affect their school attendance and ability to concentrate in any way.

The activity must also comply with children‘s rights and be supervised by the child’s parents or legal guardians.

Hazardous work/ worst forms of child labor
“Hazardous child labor and other worst forms of child labor” are all activities that pose an acute risk to the health, safety or morals of the child. This also includes all forms of slavery such as child trafficking, child marriage, debt bondage and the recruitment of children for use in armed conflicts. Other worst forms of child labor are the recruitment, procuring or offering of a child for prostitution, for the production of pornography and for the production and trafficking of drugs.

Our expectations of business partners for the prevention of child labor

SCHOTT has defined the prevention of child labor as a focus topic in the Declaration of Principles on Human Rights. We expect our business partners to actively support us in this regard. We work together to prevent child labor and promote education.

Therefore, SCHOTT considers its business partners responsible for ensuring compliance with the following requirements at all times.

- All business partners should fulfill their responsibility to **respect children's rights** and **abolish child labor** and commit to **promoting the human rights of** children.
- The corporate responsibility to respect human rights extends both to the business partner's own activities and to the business relationships that exist in connection with its operating processes, products and services.
- Our business partners should proactively sensitize and train their own employees and suppliers on the topic of child labor in order to create awareness.
- The protection and safety of children should be guaranteed in all business activities and all company facilities.
- Decent jobs are to be created for young workers by protecting them from dangerous work in particular.
- Children under the age of 15 may not be employed
- Children under the age of 18 may not carry out any work that jeopardizes their education or development.
- Children are only allowed to help out on family farms under strict conditions. The work must be ageappropriate and carried out outside of school hours or during the vacations.
- All business partners should proactively inform SCHOTT of any risks related to child labor at production sites used by SCHOTT.

Our business partners hereby undertake to communicate the content of this information sheet appropriately to their employees, agents and subcontractors and to take all necessary precautions to implement the principles contained therein.

If a violation of this information sheet is suspected, the business partner undertakes to investigate the matter accordingly. SCHOTT may also conduct its own investigations with the support of the business partner in the event of suspicion. SCHOTT also reserves the right to take appropriate legal action in the event of a violation of this information sheet and the principles contained herein.

Measures to remedy child labor

The implementation of human rights-based due diligence is a continuous process that must be regularly adapted and improved. In addition to identifying, assessing, identifying and addressing potential and actual child rights risks and violations, SCHOTT pursues a systematic approach.

SCHOTT has established a concept for remedying child labor that is based on three pillars.

1

The first pillar consists of preventive measures against child labor.

The focus here is on communicating and providing information on the negative effects of child labor both internally at SCHOTT and to our business partners. In this context, SCHOTT provides its business partners with the information sheet on dealing with child labor as a guide for fulfilling their obligations under the SCHOTT Code of Conduct for Suppliers.

2

The second pillar is used for continuous monitoring.

As a responsible company, SCHOTT actively works to ensure compliance with the above principles. Furthermore, our supply chain is continuously monitored to understand how our suppliers operate, to support them in overcoming challenges and to ensure that they meet our requirements. Audits are also conducted as needed.

3

The last and third pillar comprises the systematic solution and approach to the elimination of child labor.

If a business partner becomes aware of a case of child labor, SCHOTT is committed to clarifying the situation and finding swift and comprehensive solutions – always with the well-being of the child and his or her family in mind.

The approach also includes solutions for the internal processes of the business partner concerned to ensure that cases of child labor are prevented in the future. SCHOTT expects our business partners to take timely, transparent and solution-oriented action to remedy any cases of child labor that have occurred.

Fact sheet checklist

This checklist is intended solely for the selfassessment of your company. It is intended to help you determine whether the issue of child labor is being adequately addressed in your company and to identify potential for improvement.

	Yes	Partial	No	Not relevant
MUST HAVE				
1. Have you made it binding in your company that child labor is expressly rejected in accordance with ILO Conventions No. 138 and No. 182?				
2. Do you sensitize and train your own employees and suppliers on unlawful child labor?				
3. Are young workers protected from dangerous work?				
4. Have you integrated measures to prevent child labor into your existing management system?				
5. GIs there a process for dealing with identified child labor in your own company or supply chain? a) Can you ensure that the authenticity of proof of age is checked for younger employees? b) Can you ensure that if cases of illegal child labor occur, the personal details of those involved can be recorded immediately?				
SHOULD HAVE				
1. Do you know where in your industry and at which points in your production chain there is a risk of unlawful child labor?				
2. Do you design tenders and contracts with suppliers or subcontractors in such a way that child labor can be overcome? a) Do you pay adequate, cost-covering prices to suppliers? b) Do you maintain a long-term, predictable, reliable and fair business relationship with suppliers and subcontractors?				
NICE TO HAVE				
1. Are day care places for children of employees set up at your production sites?				
2. Do you use your social, political and economic influence in the region to promote a good school, education and training system?				
3. Are you involved in a multi-stakeholder initiative against child labor and have you joined a corresponding (inter)national framework agreement?				
4. Do you cooperate with local interest groups against child labor so that labor rights are enforced beyond your own production facility?				

Our recommendation:

MUST HAVE – max. once partially, must be improved to a “yes” as soon as possible; no “no”

SHOULD HAVE – max. once “no”, should be improved as soon as possible

NICE TO HAVE – optional

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