

MSCH Child Labour Policy

April 2025

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In accordance with our Code of Conduct, Child Labour is not allowed throughout our entire supply chain.

The definition of a child is a person under the age of 15. Unless country regulations stipulate a higher age, in which case the higher age shall apply.

The definition of a young worker is any worker from 15 (or 16) year of age until 18 years of age.

Supplier must ensure that Child Labour is not present in our supply chain

- Supplier shall have sufficient management systems in place to ensure that no children under 15 years of age are working in production units producing for MSCH Copenhagen. If the law states a higher age, then this must be followed.
- Records of age verification must be kept at any time.
- If the factory is providing childcare facilities, they must ensure that the children remain at that area and never enter production areas.
- Young workers from 15 years of age to the age of 18 may only perform light work and only within normal working hours. Suppliers must comply with all local laws concerning young workers.
- Young workers must not be exposed to work that is harmful to their morals or health, dangerous to life, or likely to hamper their normal development.
- MSCH Copenhagen must be informed immediately if confirmed child labour is detected.
- If child labour is detected at the production units, the supplier is requested to make sure that proper measures in the best interest of the child are taken and below Child Labour Policy shall apply.

In case of Child Labour:

In cooperation with the supplier a satisfactory solution, taking into consideration the child's age, social situation and education must be found.

Any measures taken should always aim to improve, not worsen, each child's situation.

If children are to be replaced from improper working, then the factory should continue to pay the wages to the child until it reaches the legal age for working. If possible, a member of the child's family should be offered the position and paid a minimum wage. This is to secure a stable private economy of the child and its family.

If the child has finished primary school, the child should be offered education that supports the child's further development until it reaches the legal age for working, after which the child should be offered the job again on the same terms as other workers in the factory.

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MSCH Copenhagen reserves the right to involve non-governmental organizations with the purpose of driving the process to secure the child's future.

If supplier refuses to cooperate in implementing this policy after child labour has been confirmed, we will terminate all business with said supplier.

However, if the opposite, we will continue our cooperation with the supplier and help to ensure, that a child is not hired into the factory again.

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