



## The Faber Principle

Rules of Conduct for the way how Faber does business.

## Child labour

Faber does not accept any form of child labour. Never!

All companies affiliated with Faber (FABER Group N.V.) acknowledge the fact that child labour still exists in various countries. However, FABER does by no means accept any form of child labour to be performed on its products and makes every effort, where confronted with child labour, to eliminate this. FABER respects different cultures and values and standards in the countries where FABER is active. The latter without, in any way whatsoever, neglecting the basic requirements with regard to the Rights of the Child. This is our "Code of Conduct with regard to Child Labour", a part of the rules of conduct for our own production and for the purchase of all raw materials.

Faber has the objective that not a single product that is delivered to Faber or that is delivered by Faber is manufactured through the deployment of child labour.

Faber uses 'The Faber Principle' to render clear how Faber intends to do business, with whom and under which conditions.

### 1 The basis

FABER does not accept child labour. In this context FABER endorses the United Nations (UN) with regard to the Rights of the Child (1989). The FABER Principle: 'Child Labour' has been based on this Convention, within the meaning of article 3 paragraph 1: "In all actions concerning children, the best interests of the child shall be a primary consideration" and article 32 paragraph 1 "The right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development". In addition this Code of Conduct has also been based on the Minimum Age Convention no. 138 (1973) of the International Labour Organisation (ILO). According to this Convention the word "child" is defined as any person under the age of fifteen (15), unless by law the local minimum age for work is set at a higher age or describes compulsory schooling, in which instance the higher age must apply. However, if the local minimum age has been set at fourteen (14) years in accordance with the exceptions for developing countries, the lower age shall apply. This Faber Principle also includes the ILO Worst Forms of Child Labour Convention no. 182 (1999).

### 2 The actions

All actions to prevent child labour must be aimed at the interests of the child. Faber requires that all of its companies and its suppliers comply with all relevant national and international legislation, regulations and provisions that are applicable in the country where the production takes place. Suppliers must take appropriate measures to prevent child labour, internally as well as at their suppliers. If Faber detects child labour, Faber shall require the implementation of a plan of approach with corrective measures within a specific time frame.

In this kind of plan the corrective measures must focus on the interests of the child in terms of family, social situation and level of education. The latter, among other things, to safeguard better liveable conditions for the child. Faber shall actively supervise this process. Repetition shall lead to terminate of the agreement with the supplier.

### 3. The regulations

Young employees up to the age of 18 must actively be protected from any form of activities and the conditions thereof, during the course of which it is likely that their health is jeopardised, safety is insufficiently exercised or public decency is violated. Hence Faber requires that its own production units and that of external suppliers treat young employees accordingly. This also comprises, by way of example, measures that prevent employment during school hours. Limits in terms of working hours and overtime must be implemented in view of the young age.

### 4. The registration

The own production and external supplier register all details of the employee, e.g. name, address details, other family details and the date of birth on the basis of objective information supplied by the government. In an environment where these data are not available, the supplier must apply suitable evaluation methods and/or registration on the basis of local practice and legislation.

### 5. Monitoring compliance

The supplier commits to, if so requested, inform Faber of the production locations and the production hours. Faber reserves the right to order an independent inspection company to perform an audit in terms of compliance with the Faber Principle.

This document shall be supplemented and tightened up on the basis of a progressively more detailed understanding.

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