



CHILD LABOUR POLICY SIPH GROUP

SIPH and all its subsidiaries (SAPH, GREL, RENL, CRC), belonging to SIFCA Group, fully adhere to the commitment « ***Fight against Child Labor of any kind*** », clearly mentioned in the « Sustainability Policy of the SIFCA Group ».

This strong commitment follows the Group Values : **Ethics and Responsibility**.
It also complies to the relevant legislations and convention on Child labour :

- ✓ The United Nations Convention on the Rights of the Child (CRC 1999),
- ✓ International Labour Organization (ILO) : Convention 138 and 182 on Child Labour Protection,
- ✓ The African Charter on Human and People's Rights 1981 on the protection of children's right (18,3),
- ✓ The Nigerian Labour Law on Infant Employment and all other provisions in all operations.
- ✓ The Children's Act, 1998 (Act 560) of the Parliament of the Republic of Ghana,
- ✓ Arrêté n° 2017-017 Ministère de l'Emploi et de la Protection Sociale de la République de Côte d'Ivoire.

The rules of recruitment of our activities strictly comply to these national and international legislations and conventions.

Our requirements extend to our suppliers and service providers, who are clearly informed and sensitized on the importance of the respect of these principles and the legislation in force. They commit and signed the « Code of Conduct of the Supplier – Group SIPH », that specifies :
« The use of child labor is strictly prohibited. To comply with the convention n ° 138 of the International Labour Organization concerning minimum age for admission to employment, and with the convention no. 182 of the International Labour Organization on the worst forms of child labour ».

Breaking these rules is the subject of sanctions, and we count on everyone in our business, internally and externally, to apply, and back up any information on this subject.

« Child labour has serious consequences that stay with the individual and with society for far longer than the years of childhood. Young workers not only face dangerous working conditions, they face long-term physical, intellectual and emotional stress. They face an adulthood of unemployment and illiteracy. »

United Nations - Secretary General - Kofi Annan

Bertrand VIGNES
Directeur Général