



SIPH CHILD LABOUR COMMITMENT

SIPH together with its subsidiaries (SAPH, GREL, RENL and CRC), member of SIFCA Group fully comply with its commitment **“To fight against Child Labour in all its forms”** boldly stated in SIFCA Sustainability Policy.”

This commitment meets the Group’s values: Ethics and Responsibility. It also complies with laws and conventions on Child Labour :

- The United Nations Conventions 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,
- Order No. 2017-017 Ministry of Employment and Social Protection of the Republic of Côte d'Ivoire

Our subsidiaries hiring procedures strictly comply with the above national laws and international conventions.

Our policy applies to our suppliers who are aware and informed on the importance of respecting in force laws and conventions. Suppliers commit to sign **“the Supplier Code of Conduct”** that clearly states: “it is forbidden to use Child Labour” “Abide by ILO Convention 138 regarding Minimum Age and Convention 182 on the Worst Forms of Child Labour.”

Noncompliance with these requirements will be subject to sanctions and we believe internal and external stakeholders will apply them and report accordingly.

“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,
Chief Executive Officer

A handwritten signature in black ink, appearing to read 'Bertrand Vignes'.



SUBSIDIARY OF

