

## Child Labor Policy of ILERI

**Introduction:** ILERI, we are committed to upholding ethical business practices and adhering to all national and international labor laws. This Child Labor Policy underscores our dedication to preventing child labor in our operations and throughout our supply chain.

**Scope:** This policy applies to all our employees, contractors, suppliers, and business partners.

**Policy Statement:** We strictly prohibit the use of child labor. Our definition of 'child' aligns with the highest standard set by the International Labour Organization (ILO) or local laws, considering individuals under the age of 15 (or 14 in accordance with local laws), those below the age for completing compulsory education, or below the minimum working age in their respective country.

### Age Verification:

- We implement stringent age verification checks during recruitment.
- HR is tasked with maintaining accurate and up-to-date records of all employees' ages.

### Supplier and Contractor Compliance:

- Suppliers and contractors must comply with this policy.
- We conduct regular audits to ensure our supply chain is free from child labor.

### Remediation Measures:

Upon identifying instances of child labor:

- Immediate steps will be taken to cease such practices.
- We will assist affected children in accessing education and support services.

### Reporting and Whistleblower Protection:

- We encourage reporting any violations of this policy.
- Confidentiality and protection from retaliation are guaranteed for all whistleblowers.

### Training and Awareness:

- Regular training programs are conducted to educate employees on the importance of this policy and how to identify and prevent child labor.

### Review and Updates:

- This policy is subject to annual reviews and will be updated in response to legislative changes or operational requirements.

Doc No: IK-T-5111.08 Date:03.07.2022



+90 (262) 648 66 66



www.ilerigroup.com  
info@ilerigroup.com



TOSB Otomotiv Mah. 13. Sk  
N 5-1 Kocaeli/ Türkiye