

## Child Labour Policy

Child labour is defined as subjecting a person, deemed to be a child, to any work that harms a child's wellbeing and hinders his or her education, development and future livelihood.

Child labour is work which by its nature and/or the way it is carried out, harms, and abuses and exploits the child and deprives the child of an education.

It is work that is harmful to them mentally, physically and socially.

### Policy Scope

This policy applies to our entire organization and those we do business or partner with including suppliers, vendors and contractors.

1. BVT Technologies a.s.(BVT) believes that children should have the right to education and a healthy life, and is committed to ensuring that children, under the age of 18 years, are not employed by the company for any work related purpose.
2. The International Labour Organization (ILO) and the U.N Convention on the Rights of the Child guide our policy on child labour. When it comes to legal aspects, BVT will always:
  - Follow the stricter law if more than one law applies (e.g. local and international).
  - Require suppliers, partners and vendors to follow the stricter applicable laws and recognize children's rights. They must also require their own suppliers, subcontractors and stakeholders to do the same.
3. BVT will not knowingly participate in any activities which could be categorised as using child labour. In pursuing this objective the group will ensure that :
  - At time of hiring, the age of all employees (permanent or not) is positively checked (if the person has an ID card or another official document) ; when no documents are available to check the age, the company employee/manager in charge will use her/his best judgement, and can refuse employment in case of doubt. People refused employment on this basis will be informed that they can file a grievance with the company, for a review of their situation.
  - Contractors and other parties performing work for the company are to be informed of this policy, which will be considered as integral part of their contractual obligations toward the company.
  - In the event of an occurrence of child labour being discovered, the relevant manager must be immediately informed and action must be taken without delay to correct the situation. It is the obligation of employees and managers to report child labour activities that they witness, or that are reported to them.

- Children wrongfully employed will be terminated from employment with immediate effect. Termination entitlements will be as per the laws of the Country of employment.
4. Disciplinary action is taken against company employees who wilfully are in breach of this policy.

## Legal exceptions

### 1. Parental employment.

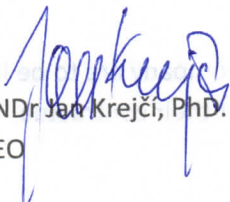
BVT might occasionally do business with family-owned businesses. Those businesses are usually allowed to employ the owner's young children as long as the work isn't too hazardous (e.g. mining, manufacturing). We accept this regulation, but we'll still dissolve our contract if it comes to our attention that these children are exposed in danger or are working consistently during school hours.

### 2. Occasional work.

Sometimes, parents bring their children to work to teach them skills and introduce them to a work environment. They may also hand them some tasks to complete (e.g. a painter may ask his child to help with a painting job he's taken). This is an acceptable practice, as long as it doesn't deprive children of school on a consistent basis or puts them in any danger. (For example, the painter shouldn't allow his son to inhale toxic paint or ask him to climb on scaffolding.)

## Implementation

1. Educating our staff on youth work laws and show them how to report child labour if they see or suspect it.
2. Requiring hiring managers and HR to avoid hiring minors under the legal age for working. We also expect them to know and follow this policy and laws on wages and hours for older children.
3. Communicating our no child labour policy to organizations we're connected with and ensure our contracts have the right stipulations.



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