

## **Child Labor Policy**

This child labor policy is based on the International Labor Organisation (ILO) conventions 138 and 182 and also national laws (N-1.1 Act Respecting Labour Standards) and recognizes Gentec commitment to ensuring all employees are of the local minimum employment age, mandatory school age or aged 16 years, whichever is higher.

### **General Principal**

Gentec does not accept child labor. Child labor is defined as work undertaken by a child which;

the child is legally prohibited from undertaking or is likely to be harmful to the Child's health or physical, mental, spiritual, moral, or social development; or interferes with a Child's education.

Gentec supports the United Nations and ILO conventions specifying:

- All actions concerning the child shall take full account of his or her best interests.
- The right of the child to be protected from economic exploitation, from performing any work that is likely to be hazardous or interferes with the child's education, or is harmful to a child's health or physical, mental, spiritual, moral or social development.

### **Register of labor force**

Gentec will maintain an age validation register of each employee. This will involve the verification of original documents such as identity cards, birth certificates, passports, visas, etc. Gentec will not collect or keep the original documents for any reason.

Where such documentation is not available, all efforts will be made to assess and verify age of employees as per local practice or law.

**François Giroux, CPA, ASC**  
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