
A child labor ban Policy

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Management Team	General Management Team

Kamtec Co., Ltd.

CEO, Sung-Kun Kim



Chapter 1. General Provisions

Respecting and protecting human rights is a top priority for Kamtec Co., Ltd. (hereinafter referred to as the "Company"), and is implemented through the Company's human rights management regulations. The Company enforces a zero-tolerance policy against child labor (as defined below) prohibited by international standards and applicable national laws and regulations at all stages of its global operations. The Company also recognizes that "young workers" (see definition below) may be more vulnerable to harm and injury due to their age. Therefore, in addition to safety and health policies, the Company operates special protection measures for young workers to ensure they are safeguarded from risks and do not engage in hazardous work.

The Company is committed to respecting and supporting the rights of children as outlined in UN conventions. It strives to comply with the principles of UNICEF, Save the Children, the UN Global Compact's Children's Rights and Business Principles, and relevant conventions of the International Labour Organization (ILO). The Company also endeavors to comply with the Code of Conduct and due diligence processes of the Responsible Business Alliance. All applicable local laws and regulations are observed, and the spirit and intent of international norms such as the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights are respected.

Article 1 (Definitions)

1. Child labor refers to prohibited labor that harms or endangers children, as defined by applicable laws.
2. A child is defined as a person under the age of 15, below the age of compulsory education, or below the minimum employment age of the country of operation—whichever is higher.
3. A young worker refers to an individual who has reached the minimum legal working age but is under 18 years old.
4. Young workers are entitled to fundamental labor rights as stipulated by relevant laws.

5. Young workers must not perform tasks that may endanger their health or safety, including night shifts or overtime work.

6. Hazardous work refers to tasks that may pose risks to the health and safety of children or young workers.

Article 2 (Scope)

This policy applies to domestic and foreign corporations, executives and employees, and in-house partners.

It also encourages all stakeholders in business relationships to respect this A child labor ban Policy.

If the matters covered in this A child labor ban Policy conflict with the laws of the local country, the local laws and regulations shall be followed first.

- Kamtec executives and employees and in-house partners
- Kamtec Auto Romania executive and employees and in-house partners
- Zhangjiagang Kamtec executive and employees and in-house partners
- Kamtec Auto USA executive and employees and in-house partners
- Kamtec business partners (customers and partners, etc.)
- Other suppliers, consumers, local communities, and business associates

Article 3 (Prevention of Child Labor)

Section 1. Preventive Measures

1. Individuals under the age of 15 or below the compulsory education age in the country of operation must not be employed.

2. The Company strives to minimize the risk of children being trafficked or illegally

employed.

3. In any employment form—including full-time, temporary, informal, internship, student work, migrant, or contract—if a child is found to be a victim of forced labor, contract exploitation, or trafficking, it must be reported to the Company immediately.

4. The Company commits to prohibiting all forms of child labor in its operations and production sites.

5. To mitigate risks associated with labor practices, the Company shall implement the following measures :

- a. Establish a rigorous age verification process during recruitment.
- b. Clearly state the minimum working age in employment policies, in accordance with international standards and applicable local laws.
- c. Thoroughly verify the authenticity of documents related to applicant age.
- d. Regularly monitor the implementation of age verification procedures at worksites.
- e. Provide employee training programs covering key elements related to child labor prevention.
- f. Raise awareness of child labor risks and educate employees to identify potential issues early.
- g. Communicate effectively with all workplaces, recruitment agents, and Suppliers, and distribute the policy where possible to prevent child labor.
- h. Ensure all recruitment agents have obtained appropriate certifications or licenses to comply with international labor standards and minimize legal risks.

Section 2. Remedial Measures

1. If child labor is discovered at a worksite, an effective remediation process must be established.

2. Upon discovery of child labor at any Company site, and if cooperation from the site is required, the following corrective actions must be taken :

- a. Immediately notify the HR and General Affairs teams supporting the child labor remediation program.
- b. If necessary, seek assistance from third-party organizations to verify all relevant documents and determine whether the individual is below the minimum working age. Assess the child's physical and mental health and conduct interviews to understand the situation.
- c. Conduct an initial assessment to ensure the child's safety.
- d. Terminate the employment relationship with the child and provide a remediation program that prioritizes the child's best interests.

Chapter 2. Supplementary Provisions

Article 1 (Effective Date) This policy shall take effect as of January 1, 2025.

*** History of enactment and revision**

No.	Date	Contents	Remark
0	January 1, 2025	The first enactment	-
1	July 22, 2026	Revised Article 2 (Scope)	-