

POLICY TO PREVENT AND COMBAT CHILD LABOR AND LABOR ANALOGOUS TO SLAVERY

1. PRESENTATION

An integral part of the rules that make up the Compliance Program of Foundation for Research and Outreach Support (FAPEX), this policy must be read and interpreted in conjunction with the Code of Ethics and Conduct of this Foundation.

2. OBJECTIVE

This document aims to ratify the FAPEX commitment toward an ethical labor environment that guarantees fair, upright, and respectful relationships and repudiates all forms of use of labor analogous to slavery and child labor in line with the governing legislation.

3. SCOPE

This policy applies to all FAPEX employees, project coordinators, interns, scholarship holders, trainees, suppliers, and other partners with whom it maintains professional relationships.

4. DEFINITIONS

Child labor: dangerous or unhealthy labor for minors under 18 years of age, including night shifts, and any labor for minors under 16 years of age (except as apprentices from age 14 years onward) (Art.7, XXXIII, Brazilian Federal Constitution).

Labor analogous to slavery: to reduce someone to a condition analogous to slavery by either subjecting them to forced labor, exhausting working hours, or degrading working conditions or by restricting their movement by any means due to a debt contracted with an employer or agent (Art.149, Brazilian Penal Code).

5. GENERAL GUIDELINES

- i. FAPEX does not use and vehemently repudiates the use of child labor and labor analogous to slavery in all its forms.

- ii. FAPEX recognizes that child labor and labor analogous to slavery are cruel forms of exploitation that condemn children and adults to live in inhuman, degrading conditions that compromise their development and education and deprive them of their freedoms and fundamental rights.
- iii. FAPEX understands that the illegal practice of child labor and labor analogous to slavery are highly deleterious to society since they perpetuate cycles of vulnerability and social exclusion, compromising the future of generations.
- iv. FAPEX ratifies its commitment to contribute to a world in which everyone has the right to decent work, so all dimensions of human dignity are respected.

6. PREVENTION AND COMBAT MEASURES

6.1 Responsible Purchase Policy

- i. Ensure the dissemination of the FAPEX Code of Ethics and Conduct and Internal Policies must be shared with suppliers.
- ii. Include clauses in contracts with suppliers demanding compliance with labor laws and human rights.
- iii. Conduct risk assessments to identify the suppliers who are most likely to engage in child labor and labor analogous to slavery practices.
- iv. Promote awareness among employees about the importance of combating child labor and labor analogous to slavery, especially those in procurement.
- v. Do not purchase products from suppliers that are known to keep children and adolescents in child labor or workers in labor analogous to slavery in their production or who have been deemed so by competent bodies.
- vi. Terminate contracts with suppliers who are found to keep children and adolescents in child labor or workers in labor analogous to slavery by competent bodies.
- vii. Once aware of any type of child labor or labor analogous to slavery, FAPEX shall file a complaint with the competent bodies.

7. INFORMATION CHANNEL

The Ombudsman's Office is the appropriate channel for information on irregularities and non-compliance with our ethical standards, enabling them to be detected and combated. All received information will be properly treated and the confidentiality of the informant will be guaranteed.

If you find any attitudes contrary to this policy, report it via ouvidoria@fapex.org.br.

8. FINAL CONSIDERATIONS

Suspected violations or questions regarding the application of this policy or the Code of Conduct must be reported to the FAPEX Ombudsman's Office.

This policy will be effective from the date of its issuance.

REFERENCE DOCUMENTS

1988 Constitution of the Federative Republic of Brazil

Decree No. 2,848 of December 07, 1940 (Brazilian Penal Code)

Law No. 8.69 of July 13, 1990 (Brazilian Child and Adolescent Statute)

International Labour Organization - ILO

**LET IT BE RECORDED, PUBLISHED AND COMPLIED WITH.
EXECUTIVE BOARD, JANUARY 17, 2024.**



Antônio Fernando de Souza Queiroz
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Rosalba Silva Oliveira
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