



## Responsible Sourcing Supplier Guidelines

Keurig Green Mountain, Inc. (“Keurig”) has developed Responsible Sourcing Supplier Guidelines (“Guidelines”) to foster social and environmental responsibility in our own operations and those of our suppliers.<sup>i</sup> By applying these Guidelines to all of our suppliers, we expect to support the creation of environments where all people are treated with fairness, dignity, and respect; where the natural environment is protected and restored through business operations; and where suppliers are in compliance with all applicable laws and regulations.<sup>ii</sup> Suppliers agree that Keurig may modify or amend these Guidelines at any time. In the event of a material modification, Keurig will notify suppliers *10 days* in advance of any such modification taking effect. A supplier’s continued acceptance of orders *10 days* after such notice shall constitute the supplier’s acceptance of and assent to any such modifications.

These Guidelines are meant to reinforce, complement and never undermine or substitute the essential role of government in regulating business operations. Good corporate citizenship requires not only making every effort to understand and follow the rule of law, but cooperating with government officials and engaging in proactive change should violations occur.

In simplest terms, these Guidelines advance the following principles:

- Businesses shall follow the laws that govern their operations
- Businesses shall respect human rights without diminishing a State’s obligation to protect them<sup>iii</sup>
- No person should be forced to perform work against his or her will
- Children should be protected from harmful labor and given the opportunity for healthy development
- Employees should be paid a fair wage that meets their basic needs
- Hours of work should be limited to provide workers with an adequate opportunity for rest and leisure
- Workers<sup>iv</sup> and management should work together in open communication and cooperation to improve working conditions
- All workers should be treated with dignity, equality and respect
- Operations should be conducted in a manner that respects the health and safety of employees and communities
- Businesses should incorporate environmental sustainability into their operations

Commitment and transparency are critical to building successful relationships and to effectively identifying opportunities for improvement, as well as recognizing exemplary performance.

Keurig is committed and responsible to:

- Respect human rights without diminishing a State's obligation to protect them<sup>v</sup>
- Communicate and explain the expectations embodied in these Guidelines to our suppliers and other relevant internal and external stakeholders
- Make appropriate efforts to evaluate supplier performance in light of these Guidelines through communication with our suppliers, site-visits by our staff and/or independent third-party assessments and reliance on certification schemes
- Make appropriate efforts towards preventing potential impacts and engage suppliers to identify causes and implement solutions when we discover actual performance falling short of these Guidelines
- Communicate our efforts to respect human rights and the environment with openness and transparency and to evolve these Guidelines as we learn
- Show leadership in our own accountability to these Guidelines
- Promote human rights and positive change through programs focused on education and wellness for workers, in partnership with local organizations and governments
- Collaborate and align with others in our industry to create net positive change on a larger scale, striving for win-win improvements for all those in the supply chain

Our suppliers shall be committed and responsible to:

- Respect human rights without diminishing a State's obligation to protect them<sup>vi</sup>
- Adhere to these Guidelines, understanding that failure to do so would jeopardize our business relationship
- Inform workers about these Guidelines. Retribution against workers who adhere to these Guidelines is **prohibited**
- Be transparent and demonstrate continuous improvement with respect to performance under these Guidelines
- Promote human rights and positive change through programs that improve the livelihoods of workers
- Provide Keurig, on an annual basis and within our online Sustainability Metrics Management System, attestation that operations used to fulfill obligations to Keurig meet these Guidelines
- Provide Keurig, or its appointed third party consultant, access to operations used to fulfill its obligations to Keurig
- Provide Keurig, or its appointed third party consultant, accurate and complete information about policies, procedures, the workforce, the use of sub-contractors, the use of workforce recruiters, relationships with farmers, farmer organizations, intermediaries or other relevant information related to its operations and supply chains, pertinent and necessary for Keurig, or its appointed third party consultant, to be able to evaluate its performance against these Guidelines
- Provide Keurig information on any certifications obtained that support compliance with relevant regulations and/or social and environmental responsibility
- Implement sustainable business processes that support performance against these Guidelines

## BUSINESS INTEGRITY & LEGAL COMPLIANCE

*At Keurig, ethics and honesty provide the backbone of our business dealings and success in the marketplace. It is up to each of us to maintain the highest ethical standard and to act honestly and candidly in all decisions and relationships. Our Code of Conduct is a framework for the principles by which each of us should conduct our daily activities and interactions with each other, and with those with whom we do business.<sup>vii</sup>*

- We expect our suppliers to have policies and procedures in place to ensure they conduct business in an ethical and legal manner which, at a minimum, requires compliance with all applicable laws, rules and regulations of the countries in which they operate.
- In some cases, these Guidelines may embody a higher expectation than what is required by law, in which case we ask our suppliers to adhere to these Guidelines. In the event that adhering to these Guidelines might violate the law, we ask suppliers to follow the law and contact us so that we can understand and work through any issues together.
- Suppliers shall be aware of and adhere to our requirements outlined in supplier agreements on applicable laws, including the provisions of the U.S Foreign Corruption Practices Act, UK Bribery Act, Criminal Law of the People’s Republic of China and similar laws from other countries.
- Inappropriate offers, gifts, assurances or anything considered of value, either given or accepted, to or from Keurig personnel or Keurig appointed third party agents, for purposes of an advantage such as obtaining or retaining business, preferential treatment or favorable assessment results is **prohibited**.
- The manufacturing of Keurig products, or any of its components, with entities, individuals or within countries restricted or blocked in sanctions programs administered by the Office of Foreign Asset Control (“OFAC”) is **prohibited**. Suppliers should refer to the U.S Treasury’s website to confirm the restricted or blocked entities, individuals or countries.

## GRIEVANCE MECHANISMS

*Keurig believes that responsible and effective communication — at all levels — makes an organization a great place to work. Everyone should be encouraged to communicate questions and concerns to each other and to management. When communication is channeled through effective mechanisms, it should allow for impartial resolutions. Resolving adverse situations provides a safe working environment and maintains the highest social and ethical standards for all.*

- Suppliers should develop grievance mechanisms that are easily understood and accessible at all levels within an organization, and that allow for all questions and concerns to be effectively addressed impartially and in a timely manner.
- Grievance mechanisms should allow workers to confidentially communicate any questions or concerns to management without negative consequences of any kind.
- Suppliers should orient workers on the use of all grievance mechanisms.

## RIGHTS OF INDIGENOUS PEOPLE

*We recognize and appreciate the diversity of our suppliers and the increasing importance of the treatment of indigenous peoples and the protection of their cultural, civil and economic rights.*

- Suppliers are expected, at a minimum, to fully comply with all legal or generally accepted protections accorded to indigenous peoples.
- Suppliers should take steps to engage with indigenous peoples' communities that are within their zone of operations, ensure that its employees are aware of the rights of indigenous peoples and provide redress to indigenous peoples' communities if their operations have a negative impact to indigenous peoples' legal rights.

## FREELY CHOSEN EMPLOYMENT

*We believe that everyone has the right to life, liberty and security of person.<sup>viii</sup> We are committed to ensuring that no form of forced or compulsory labor or trafficking of persons exists within our supply chain.*

**All employment must be voluntary and freely chosen<sup>ix</sup> and workers' freedom of movement must never be restricted.**

- Any form of slavery, or practices similar to slavery, such as the sale and trafficking of persons, debt bondage, serfdom and forced or compulsory labor, including forced or compulsory recruitment for use in armed conflict, indentured or prison labor of any kind is **prohibited**.
- The use, procuring or offering of a person for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties is **prohibited**.
- Workers should be provided with a written description of their employment terms, in the appropriate language, prior to the start of employment. It should accurately describe the terms of their employment, which includes, but is not limited to, the duration of their employment, the nature of the work, wages and benefits, work schedules, days off and annual leaves, disciplinary policies, grievance procedures, resignation procedures (voluntary or involuntary) and overtime requirements. Where the provision of a written description is not possible or practical, suppliers shall provide workers with a verbal description of the terms of their employment.
- The suppliers are responsible for verifying the legal status of workers and ensuring that only those with a work permit issued by the appropriate government authority are employed.
- When recruiting and hiring is subcontracted, suppliers should ensure that the third party labor agencies engaged operate legally and have a valid business license issued by an appropriate authority.
- Suppliers, or any recruitment agencies used by the supplier, shall not engage in deceptive recruiting practices such as the altering of written description of employment terms without workers' prior knowledge and coercive payment arrangements, including those related to the termination of employment.

- At a minimum, suppliers should pay all fees related to services provided by third party labor agencies that are in excess of one (1) month's salary of the worker concerned, unless otherwise allowed by law.
- Identification documents, including passports, work permits and birth certificates or any other valuables are the property of the worker. Suppliers should only safeguard such documents or valuables upon the prior written request by the worker, or if it is legally required. If the worker cannot provide their request in writing, alternative mechanisms shall be provided by the supplier to ensure that the worker understands their rights and the safeguarding terms and conditions.
- Safeguarding policies shall be written in the appropriate language understood by workers. Copies of the documents being safeguarded, or proof of receipt (if it is a valuable), should be given to the worker at the time the items are relinquished. Suppliers shall facilitate the replacement of identification documents, or other valuables lost or misplaced while in their custody, at no cost to the worker. Holding identification documents or valuables for reasons other than for safekeeping is **prohibited**.
- Workers' access to her/his official documents or other valuables being safeguarded by suppliers should be unrestricted at all times, including weekends and holidays. Any restrictions to access should be documented and communicated to workers prior to the start of the safeguarding services and also communicated to us so we can understand access limitations that might exist. No fee should be requested from the worker for any safeguarding service.
- Workers should be free to leave employment with reasonable notice and without penalty.
- Worker's personal freedom should not be restricted at any time.

## CHILD LABOR

*At its best, a child's work enhances that child's development without interfering with his or her schooling, health, recreation or rest. Work can be beneficial to children when it is appropriate to their level of development and allows them to acquire practical skills and participate in the culture of their community. However, at its worst, child work is "child labor" – an exploitive activity that deprives children of their childhood, potential and dignity. The nature of this continuum, compounded by the complexities associated with diverse cultures and traditions, can make it difficult to delineate between exploitive child labor and other forms of child work. We look to internationally accepted standards as a starting point for engaging our suppliers on this important issue.<sup>x</sup>*

**Suppliers must never participate, or involve persons under the age of 18, in work which, by its nature or the circumstances in which it is carried out, is likely to harm their health, safety or morals.<sup>xi</sup>**

Protection against child labor extends over most productive activities undertaken by children, whether or not there is a formal employment relationship or an employer as such (e.g. as in self-employment), whether paid or unpaid, for a few hours or full time, casual or regular, seasonal or year-round, legal or illegal. Productive work within the family falls within this category, such as unpaid family work for home-based

manufacturing, family businesses or family farms. Fetching water or firewood for the household's consumption also comes under the category of productive activities.<sup>xii</sup>

We expect suppliers to ensure that workers under 18 are also never involved in work that is considered hazardous:<sup>xiii</sup>

- Work that exposes children to physical, emotional or sexual abuse;
- Work in an unhealthy environment, which may, for example, expose children to hazardous substances, agents or processes or to temperatures, noise levels or vibrations damaging to their health.

**All other work should be subject to a general minimum age of 15 years, or the legal minimum, whichever is greater.<sup>xiv</sup>**

- No children under 15 years of age may be employed for anything other than light work where allowed by law.<sup>xv</sup> We define light work as work that is not detrimental to a child's health, development or safety, that does not prejudice a child's education<sup>xvi</sup> and that is conducted during the day and only where such work occurs alongside an adult family member or guardian.
- Suppliers are expected to have legal documentation showing the date of birth of every worker. Where such documentation does not exist or is not obtainable, the supplier shall make additional efforts to identify the age of workers.

## WAGES AND BENEFITS

*Everyone who works has the right to just remuneration and ensuring for him/herself and his/her family an existence worthy of human dignity. We look to ensure that all workers receive legally required compensation for their efforts and we also encourage our suppliers to go beyond the minimum requirements.*

- Workers should be provided with a written description of their wage, frequency of payment and any payment deduction allowed by law. Where the provision of a written description is not possible or practical, suppliers shall provide workers with a verbal description of the wage terms.
- Suppliers should keep accurate and complete payroll and attendance records, and ensure that workers have access to these records upon request. Workers should also be provided with a clear wage statement, in the appropriate language, each pay period, demonstrating how wage payments are calculated.
- Where a minimum wage is not legally mandated, we ask suppliers to contact us so that we can understand and work through any issues together.
- Overtime should be paid to workers in accordance with the laws of the countries in which suppliers operate. When such laws do not exist, we ask suppliers to contact us so that we can understand and work through any issues together.

- We expect suppliers to provide all workers with compensation and benefits such as wages and hours of work, as well as safe working and living conditions (when residing in an employer-operated residence) similar to those of national workers.
- We expect suppliers to maintain a system in which workers paid according to a volume produced, or piece rate, are compensated accurately and, at a minimum, their wage is equivalent to the applicable minimum wage in the country in which suppliers operate. Where a minimum wage is not legally mandated, we ask suppliers to contact us so that we can understand and work through any issues together.
- Monetary advances or loans provided to workers should be in accordance with the laws of the countries in which suppliers operate. Interest charged, if any, shall not be usurious.

## HOURS OF WORK

*Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.<sup>xvii</sup> Left unchecked, excessive work hours can pose negative consequences to both workers and businesses, in the form of fatigue, decreased productivity and long-term health and safety issues.*

- We encourage our suppliers to work toward a maximum workweek for workers of 60 hours per week (including normal and overtime hours) with at least twenty-four hours of consecutive rest.
- Workers should be provided with a reasonable amount of breaks throughout the work day, with no unreasonable restrictions placed on the use of washrooms and drinking of water.
- Any work in excess of 48 hours a week<sup>xviii</sup> (or standard work hours as defined by law) that is mandatory should be disclosed to the worker at the time of hiring in an appropriate and understandable document or communication. If the worker has a written contract, such information and provision shall be clearly set forth in that written contract of employment. Retribution against a worker who does not elect to perform any overtime not considered mandatory is **prohibited**.

## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

*We believe an open and empowering culture, where management and workers communicate openly and honestly, creates an environment of dignity and respect.*

We expect our suppliers to recognize and respect the rights of workers to freely associate and bargain collectively in accordance with laws of the countries in which they are employed.<sup>xix</sup> Suppliers should not attempt to limit the lawful exercise of these rights in any manner, including discrimination, harassment, intimidation or retaliation related to association.

- Where law prohibits free association and collective bargaining, suppliers should accommodate workers' requests for parallel means of communication between workers and management about working conditions.

## FREEDOM FROM DISCRIMINATION AND ABUSE

*Recognition of the inherent dignity and of the equal and inalienable rights of all is the foundation of freedom, justice and peace in the world.<sup>xx</sup> Workplaces that are free of all forms of abuse, harassment, discrimination and threatening behavior are workplaces where employers treat their employees with dignity, equality, respect and inclusion.<sup>xxi</sup>*

We expect suppliers to acknowledge the following principles and develop policies and systems to put them into action:

- Individuals should be given equal opportunity and treatment. No individual should be subjected to any form of discrimination or harassment during the course of their work. If such incidents occur, workers should be free to report them to management with no retribution and with the expectation that the adverse behavior will be effectively addressed in a timely manner.
- Aspects of the hiring process and employment relationship should be determined solely by a worker's ability to perform the job, rather than on the basis of that worker's personal characteristics or beliefs (i.e., race, color, gender, age, ancestry, religion, political opinion, marital/civil union status, national origin, genetic information, sexual orientation, gender identity, place of birth, veteran status, disability or any other characteristic protected by local, state or federal law).
- Men and women should receive equal pay for work of equal value.
- Religious and cultural expression of employees should be respected.
- Suppliers should clearly communicate the disciplinary policy to all workers at the onset of employment. The policy shall not include any inhumane disciplinary measures, including any corporal punishment, monetary fines, mental or physical coercion, or verbal abuse of workers; nor shall they include sanctions that result in wage deductions, reductions in benefits or compulsory labor.
- Threatening behavior against workers and/or any individual either related or associated with the workers is **prohibited**.

## HEALTH & SAFETY

*Every business should be conducted in a manner that respects the health and safety of employees, communities and the environment as a whole.*

- We expect suppliers to implement adequate security measures within the workplace and related premises, such as residences and canteens, to protect workers and safeguard Keurig product and intellectual property.
- Suppliers should provide occupational and process training to workers related to general workplace safety hazards such as electrical hazards; slips and falls; use of hazardous machinery; emergency preparedness within the workplace or related premises (residences and canteens) including fire drills; use of firefighting equipment; prevention and response to occupational injury and illness; industrial



hygiene including handling, storing and disposing of chemicals, solid waste and wastewater.

- In addition to training, suppliers should have effective policies and procedures in place for safeguarding workers and for identifying, evaluating and controlling work-related injuries.
- Records for all work-related injuries should be kept by suppliers, demonstrating how injuries were managed and remediated.
- Material Safety Data Sheets (MSDS) or any other chemical data sheets should be made available to workers handling, storing and disposing chemicals, written in the appropriate language understood by workers.
- Medical services and supplies such as first aid kits should be available to workers in convenient locations for immediate use.
- Workers should be provided with personal protective equipment relevant to their surrounding work environment and specific work duties at no cost.
- The workplace should be appropriately ventilated, have adequate lighting and equipped with appropriate number of unblocked and unlocked exits.
- Housing accommodations for workers should have appropriate living space; unblocked and unlocked exits; be equipped to prevent, detect and respond to emergencies; equipped with hot water and washing facilities; ventilated and heated appropriately to the climate; sanitary and secure. Workers should be provided with means to secure their personal belongings at no cost.
- If canteens are not available onsite, workers should be provided with safe means to prepare meals.
- Workers should have access to potable water as well as clean and sanitary washrooms within the workplace and related premises such as residences and canteens.
- Agricultural suppliers should exercise particular care in protecting workers from agrochemicals.

## ENVIRONMENTAL RESPONSIBILITY

*We highlight general environmental considerations with an expectation and understanding that our suppliers differ dramatically in the nature, scope and scale of their operations. The issues appropriately considered in evaluating environmental performance are as diverse as the suppliers in our supply chain itself. That said, we believe every business has the opportunity and responsibility to consider and reduce its individual environmental impacts.<sup>xxii</sup>*

We expect all suppliers to demonstrate environmental responsibility in all aspects of their operations.

- All suppliers should implement management systems and programs that improve environmental performance beyond what is required by law.
- No supplier should use any chemicals or pesticides that have been banned, including but not limited to those under the Stockholm Convention,<sup>xxiii</sup> or listed in the Rotterdam Convention on Persistent Organic Pollutants.<sup>xxiv</sup>
- All suppliers should conduct assessments of water usage and impacts in order to improve water management practices.

- We encourage all suppliers to disclose energy, waste and water strategies, targets and results for increased awareness and to inform collective impact activity.
- All suppliers should implement a waste management program and eliminate waste through reduction, reuse, composting and recycling.
- All suppliers should quantify and reduce greenhouse gas and air emissions.
- All suppliers should use energy efficiently and source from renewable resources.
- All suppliers should assess potential impacts of climate change to their business and take appropriate adaptation measures.
- All suppliers should protect and restore biodiversity.

**We encourage manufacturing partners to:**

- Use renewable, recycled and/or recyclable materials and packaging to the maximum practical extent.
- Reduce their use of hazardous chemicals.

**We encourage agricultural partners to:**

- Protect and restore soil and water resources.
- Appropriately manage and/or eliminate their use of hazardous agrochemicals.

## **RAW MATERIAL SOURCING & CONFLICT MINERALS**

Keurig and its subsidiaries are committed to sourcing components and materials from companies that share our values regarding respect for human rights, ethics and environmental responsibility. Suppliers are expected to comply with all applicable local, country and international laws regarding material content for the materials supplied to Keurig. At Keurig’s request, suppliers are expected to provide to Keurig reports on the occurrence of substances in any materials supplied to Keurig that may be restricted by, or require disclosure to, governmental bodies, customers and/or recyclers.

We support ending the violence and human rights violations in the mining of certain minerals from a location described as the “Conflict Region,” which is situated in the eastern portion of the Democratic Republic of the Congo (“DRC”) and surrounding countries. The U.S. Securities and Exchange Commission (“SEC”) adopted final rules to implement reporting and disclosure requirements related to “conflict minerals,” as directed by the Dodd–Frank Wall Street Reform and Consumer Protection Act of 2010 (the “Dodd–Frank Act”). The Dodd–Frank Act requires that all publicly traded companies subject to SEC rules report annually on the presence of “conflict minerals” in the products they manufacture or contract to manufacture, and demonstrate the proper level of due diligence in determining whether these minerals originated from the DRC or an adjoining country or from scrap or recycled sources.

The definition of “conflict minerals” refers to gold, as well as tin, tantalum, and tungsten, the derivatives of cassiterite, columbite–tantalite, and wolframite, regardless of where they are sourced, processed or sold.

We support these requirements to further the humanitarian goal of ending violent conflict in the DRC and in surrounding countries, which has been partially financed by the exploitation and trade of “conflict minerals”.

Keurig is committed and responsible to:

- Support the aims and objectives of the U.S. legislation on the disclosure of “conflict minerals”.
- Not knowingly procuring “conflict minerals” that originate from facilities in the “Conflict Region” that are not certified as “conflict free”.
- Ensure compliance with these requirements.

Our suppliers shall be committed and responsible to:

- Undertake reasonable due diligence with their supply chains to assure that “conflict minerals” are being sourced only from mines and smelters outside the “Conflict Region” or mines and smelters which have been certified by an independent third party as “conflict free” if sourced within the “Conflict Region”.
- Provide written evidence documenting that raw materials used to produce gold, tin, tantalum and tungsten, used in the materials to manufacture components and products supplied to Keurig, originate from outside the “Conflict Region” or if they originate from within the “Conflict Region”, that the mines or smelters be certified as “conflict free” by an independent third party.
- Provide diligence requests to Keurig in a timely manner.

The aim is to ensure that only “conflict free” materials and components are used in products that we procure. Suppliers are expected to adopt policies and management systems with respect to conflict minerals and to require their suppliers to adopt similar policies and systems. We advocate supplier use of existing and internationally vetted resources such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

If we discover the use of these minerals produced in facilities that are considered to be “non-conflict free”, in any material, parts or components we procure, we will take appropriate actions to transition product to be “conflict free”.

## ANIMAL TESTING

We do not perform any animal testing and do not knowingly fund any testing using animals. We strongly endorse efficient and effective research that does not include the use of animals.

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i For purposes of these guidelines, the term "suppliers" throughout the document is defined to include suppliers across all tiers and sub-contractors, including manufacturing and agricultural supply chains.

ii Keurig Green Mountain signed the UN Global Compact in March 2004 as a public statement of our support for universal social and environmental principles.

iii See United Nations "Protect, Respect, Remedy" Framework, Guiding Principle 12: Human rights refer to internationally recognized human rights, understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work.

iv For purposes of these guidelines only, the term "workers" throughout the document is defined to include migrant, temporary, seasonal, subcontracted and permanent employees. It does not include "exempt" staff as defined by the US Fair Labor Standards Act or applicable local law (i.e. executive, supervisory, professional or outside sales).

v See United Nations "Protect, Respect, Remedy" Framework, Guiding Principle 12: Human rights refer to internationally recognized human rights, understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work.

vi See United Nations "Protect, Respect, Remedy" Framework, Guiding Principle 12: Human rights refer to internationally recognized human rights, understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labor Organizations' Declaration on Fundamental Principles and Rights at Work.

vii See Keurig Green Mountain Code of Conduct at [www.keuriggreenmountain.com](http://www.keuriggreenmountain.com) in the Investor section.

viii See, United Nations Universal Declaration of Human Rights Preamble – Article 3. "Everyone has the right to life, liberty and security of person." See, ILO Conventions 29 and 105; and UN Global Compact – Principle 4.

ix See, ILO Conventions 29 and 105; and UN Global Compact – Principle 4.

x See, UN Global Compact – Principle 5 and ILO Convention 182 – Article 3.

xi See, ILO Convention 182 – Article 3.

xii See, International Programme on the Elimination of Child Labour (IPEC) publication, "Children in hazardous work: What we know, what we need to do"

xiii See, International Programme on the Elimination of Child Labour (IPEC) publication, "Children in hazardous work: What we know, what we need to do"

xiv ILO Convention 138, Article 2, provides an exception to the minimum age of 15, whereby "a member whose economy and educational facilities are insufficiently developed, after consultation with the organizations of employers and workers concerned, where such exist, can set a minimum of 14 years of age. In order to promote the concept of equal treatment between all countries, this standard sets a floor of 14 years for regular employment of children. The standard anticipates that where countries have not availed themselves to the Article 2 exception, their legal minimum will be at least 15 years of age.

xv ILO Convention 138, Articles 2 and 7, provide an exception to the minimum age of 13 for light work, whereby "a member whose economy and educational facilities are insufficiently developed, after consultation with the organizations of employers and workers concerned, where such exist" can set a minimum of 12 years of age for light work. In order to promote the concept of equal treatment between all countries, this standard sets a floor of 12 years for light work. The standard anticipates that where countries have not availed themselves to the exception in Articles 2 and 7, their legal minimum for light work will be at least 13 years of age.

xvi See, ILO Convention 138.

xvii See, United Nations Universal Declaration of Human Rights – Article 24.

xviii See, ILO Recommendation 116.

xix See, ILO Conventions 87 and 98; and UN Global Compact – Principle 3.

xx See, United Nations Universal Declaration of Human Rights – Preamble

xxi See, ILO Convention 111; and UN Global Compact – Principle 6.

xxii See, CERES principles; and UN Global Compact – Principles 7, 8, and 9.

xxiii Prohibited chemicals: aldrin, hexachlorobenzene, chlordane, mirex, DDT, toxaphene, dieldrin, polychlorinated biphenyls (PCBs), endrin, polychlorinated dibenzo-p-dioxins (dioxins), heptachlor, polychlorinated dibenzo-p-furans (furans).

xxiv See, <http://www.epa.gov/oppfeed1/international/agreements/index.html>