



Position Statement

AkzoNobel
Tomorrow's Answers Today

Child Labor and Forced Labor

Child Labor

Child labor refers to a type and intensity of work that hampers children's access to education, damages their physical and/or psychological health and their development within their families, and deprives them of their childhood or their self-respect. Therefore AkzoNobel employees need to adhere to the following:

- AkzoNobel adheres to the legal minimum age requirements in all countries in which the company is active.
- Moreover, in adhering to the International Labor Organization's (ILO) Convention 138 on Minimum Age," and Convention 182 on the "Ban of Worst Forms of Child Labor," AkzoNobel does not employ children under the age of 16.
- If children between age 16 and 18 are employed, the company ensures that this work does not affect or preclude schooling.
- Business unit management is responsible for making the AkzoNobel standards with regard to child labor known to key suppliers and contractors.

Forced labor

AkzoNobel will under no circumstances make use of forced labor. AkzoNobel will only employ employees who are working of their own free will. No employee is required to lodge deposits, and no individual will be deprived of identity papers upon commencing employment with the company. Business unit management is responsible for making the AkzoNobel standards with regard to forced labor known to key suppliers and contractors.