



# VİSTA KUYUMCULUK SAN. VE TİC. LTD. ŞTİ. CHILD LABOR POLICY

PL.02 | Yayın Tarihi: 11.11.2023 | R.00 | Revizyon Tarihi: -

Page 1 / 1

## 1. Introduction

Vista Kuyumculuk maintains a firm zero-tolerance approach towards child labor in its operations, in line with the United Nations (UN) Convention on the Rights of the Child and the International Labour Organization (ILO) standards. Our company is dedicated to upholding industry leadership by adhering to high ethical standards, transparency, and responsibility across all business activities, underscored by our strict policy against child labor.

## 2. Scope and Purpose

This policy applies to every aspect of Vista Kuyumculuk's operations, including but not limited to its supply chain, subcontractors, suppliers, and business partners. We aim to set a benchmark in the prevention of child labor and the safeguarding of children's rights, guided by the principles and standards set forth by the UN and ILO.

## 3. Definition and Prohibition of Child Labor

Child labor is identified as any form of work that detrimentally impacts a child's education, health, and overall development, be it physical, mental, moral, or social. Vista Kuyumculuk rigorously complies with the minimum working age requirements established by the ILO and the UN Convention on the Rights of the Child in its recruitment processes. This age limit is determined by whichever is greater: the age at which compulsory schooling ends or the minimum legal working age.

## 4. Responsibility and Implementation

- **Supply Chain Management:** The company's anti-child labor stance is clearly communicated throughout its supply chain, demanding equivalent standards from its suppliers.
- **Auditing and Monitoring:** To verify adherence to the company's child labor policy, regular audits, both internal and external, are conducted, adhering to international norms and standards as outlined by the UN and ILO.
- **Training and Awareness:** Educational initiatives for employees and business partners are designed to heighten awareness regarding child labor and children's rights, drawing upon the UN Convention on the Rights of the Child and ILO standards.

## 5. Violations and Complaint Mechanism

Should there be any breach concerning child labor, individuals, either from within or outside the company, are encouraged to report the issue confidentially. The company seriously addresses all reported infringements, promptly enacting necessary remedial actions. [www.goldvista.net/hotline](http://www.goldvista.net/hotline)

## 6. Continuous Improvement

Vista Kuyumculuk commits to the regular reassessment and refinement of its policies and practices to ensure ongoing enhancement and the incorporation of the best Vistahods to counter child labor.

## 7. Policy Review

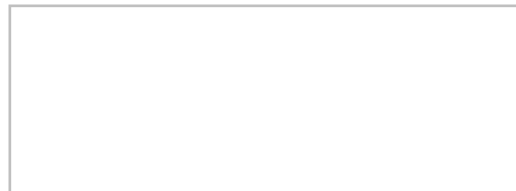
The child labor policy is subject to frequent evaluations and updates to align with the latest guidelines and standards regarding child labor provided by the UN and ILO.

Effective Date: [11/11/2023] This policy unequivocally articulates Vista Kuyumculuk's staunch opposition to child labor. The company pledges its commitment to global efforts aimed at defending and promoting children's rights.

Last updated on: 11.11.2023

APPROVED BY THE CEO AND THE BOARD OF DIRECTORS

Vista Kuyumculuk San. ve Tic. Ltd. Şti.



PREPARED AND APPROVED BY VİSTA KUYUMCULUK BOARD OF DIRECTORS