



Child Labour Policy and Action Plan GARO Group

GARO Group AB and its affiliates (or the "Company") (Corp. Reg No. 556051-7772)

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1. INTRODUCTION

GARO Group develops, manufactures and supplies innovative products and solutions for the electrical installations industry under its own brand, within the Business areas E-mobility and Electrification. We are dedicated to promoting a sustainable future and ensuring the elimination of child labor in our supply chain.

2. DEFINITION OF CHILD LABOUR

Child labor refers to the employment of children in any work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially, or morally dangerous and harmful. A child is defined as a person referred to in *article 2.4 of the ILO Convention 138*.

3. RESPONSIBILITIES IN CASE OF CHILD LABOUR

In the unfortunate event that an underage child is found in a supplier/factory producing for GARO, the following steps will be taken:

3.1. Investigation and Record Keeping

An investigation will be conducted by GARO Group staff, and a child labor record sheet will be completed.

3.2. Communication with Stakeholders

GARO Group will contact the Supplier/Factory and the parents of the child and invite them for a meeting to discuss the situation.

3.3. Development of an Action Plan

An action plan will be collaboratively developed between the involved parties and signed by the supplier and the child's parents. If feasible, the engagement of an NGO may be sought in these proceedings.

4. ACTION PLAN COMPONENTS

The action plan will include the following key components:

4.1. Return to School

The child will return to school, and it is the responsibility of the parents to ensure this is done.

4.2. Payment

The child will receive a salary, either monthly or as a lump sum in advance, until they reach a legal working age.

4.3. Minimum Wage

The paid salary should not fall below the legal minimum wage.

4.4. Job Opportunity Guarantee

The Supplier/production unit must provide a written guarantee that the child will have the opportunity to return to the same job upon reaching legal working age or upon graduation from school.



4.5. No Relocation

Parents will provide a written guarantee that the child will not be sent to work at another location but will stay at home and attend school.

5. POLICY VIOLATIONS

Any violation of this policy will be addressed by the immediate supervisor and the HR department. Serious or repeated violations may result in the termination of employment with the company.

6. REVIEW, VIOLATION AND CONTACT INFORMATION

This document will be subject to an annual review conducted by the Sustainability Committee, which will ensure that it aligns with our sustainability initiatives, evolving regulations, and best practices.

By adhering to this policy, we collectively work to eliminate child labor from our supply chain, ensuring a sustainable and ethical future for all.

Any violation of this policy will be handled by your leader and the HR department. Serious or repeated violations may result in your employment with the company being terminated.

If you have any questions or comments about this document or the sustainability efforts of GARO Group, please don't hesitate to contact our Sustainability Manager, Andreas Olsson, at Andreas.olsson@garo.se or call +46 370 332 800.