

# L'ORÉAL

CODE OF BUSINESS ETHICS

SUPPLIERS/SUBCONTRACTORS

AND

CHILD LABOUR

October 2010

# SUPPLIERS /SUBCONTRACTORS AND CHILD LABOUR



« We want to help end the exploitation of children in the workplace... We actively seek out and favour business partners who share our values and our ethical commitments. »

*The L'ORÉAL SPIRIT*

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## MINIMUM AGE

Our suppliers and our subcontractors cannot hire employees who are under the minimum local legal or who have not yet finished their mandatory schooling and in any case who are under the age of 16.

No person under the age of 18 may carry out dangerous or night work for our suppliers/subcontractors.

## WAIVERS

Our suppliers and subcontractors can request a waiver from the Group Purchasing Director upon presentation of a complete file (schooling, type of contract, hiring conditions, type of work).

These waivers are only possible for apprenticeships or for children carrying out light work if this work does not affect their health and safety or their regular attendance at school, where the local law allows it and when the supplier/subcontractor has appointed an internal tutor for the children.

No order can be placed as long as this waiver has not been granted.

This waiver is given at the discretion of the Group Purchasing Director.

In case of a waiver, the information provided must be systematically verified by a labour standard audit for the countries in the "to be audited" list.

In case of conflict between the information provided and the results of the audit, a Zero Tolerance grade will be set.

Outside these cases, no exceptional waiver may be granted without the prior agreement of the Group Director of Ethics.

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## REMEDIAL ACTION

When a case of child labour is found, the supplier/subcontractor is obliged to ensure that the child returns to school. This includes, if necessary, providing his/her family with an additional income and includes making an offer of reemployment to the child when he/she reaches the permissible age.

The Group Purchasing Director and the Group Director of Ethics shall immediately be informed of any case of child labour.