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MARiTECH is committed to upholding internationally recognized human rights and labor standards. We actively support global efforts to eliminate child labor, forced labor/modern slavery, and human trafficking across our operations and supply chain.

This policy aligns with:

International Labour Organization (ILO) Conventions

UN Guiding Principles on Business & Human Rights (UNGPs)

OECD Guidelines for Multinational Enterprises

U.S. Department of Labor (USDOL) & Department of Homeland Security (DHS) regulations

MARiTECH's own Business Code of Conduct and Ethics

This policy applies to:

All MARiTECH employees, contractors, and management worldwide

Subsidiaries and affiliates

Suppliers, partners, service providers, and any third parties engaged in business with MARiTECH

Commitments

Child Labor

- Minimum working age is 15 years (or 18 for hazardous work), in accordance with ILO standards, local, state, federal, and international law.
- MARiTECH will not employ individuals under 18 in hazardous work that could jeopardize their health, safety, or education.
- Working hours for minors comply with U.S. federal and international child labor laws (e.g., 14–16-year-olds may not exceed 18 hours/week during school sessions).
- MARiTECH and its subsidiaries will never stand in the way of a child's right to education, health, or personal development.
- Limited, supervised exposure (e.g., children visiting with parents to observe safe work environments) is permitted only if it does not replace schooling or pose harm.

Forced Labor / Modern Slavery

- MARiTECH prohibits all forms of forced, bonded, trafficked, or involuntary prison labor.

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- No employee, supplier, or partner may retain worker identity documents or restrict freedom of movement.
- Any relationship with suppliers found to engage in forced labor will be immediately terminated.

Human Trafficking

- Human trafficking is strictly prohibited in all MARiTECH operations and supply chains.
- Trafficking includes recruitment, transport, harboring, or receipt of individuals through force, fraud, or coercion for exploitation.
- Employees must immediately report suspected trafficking incidents to management and appropriate authorities (e.g., U.S. National Human Trafficking Hotline at 1-888-373-7888).

Reporting & Enforcement

All employees, contractors, and suppliers are required to report concerns related to child labor, forced labor, or human trafficking.

Reports may be made confidentially through MARiTECH's internal reporting channels, anonymous whistleblower hotline/email, or directly to management.

Retaliation against whistleblowers is strictly prohibited.

Confirmed violations will result in corrective actions, up to and including contract termination and referral to law enforcement.

Monitoring & Accountability

- MARiTECH conducts annual supplier and partner audits using ISO 9001-aligned questionnaires and assessments.
- High-risk suppliers are subject to enhanced due diligence and remediation requirements.
- Training: 100% of employees will receive annual training on human rights, anti-trafficking, and labor standards.

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- KPIs include:
 - Zero tolerance for confirmed cases of child or forced labor
 - 100% of suppliers in high-risk categories audited annually
 - Closing identified gaps in compliance within defined corrective action timelines

This policy is reviewed annually and updated to reflect evolving laws, international standards, and stakeholder expectations.

Previous versions are archived in MARiTECH's ISO document control system.

Endorsed by

Tanya G. McGlone

VP, Compliance

Date: 5/28/2025