



GENERAL POLICIES

No: 1.4

Date: August 16, 2021

Responsible: Human Resources

HUMAN TRAFFICING / FORCED LABOR / CHILD LABOR POLICY

Page 1 of 2

RELATED POLICIES

- Code of Business Ethics and Conduct
- Whistleblower Policy - Ethics Point

RELATED DIRECTIVES

1. Introduction

The purpose of this policy is to support IFDC in the effort against human trafficking, child and forced labor in line with IFDC's Code of Business Ethics and Conduct.

2. Scope and Purpose of this Policy

This policy applies to all IFDC staff worldwide, to partners, contractors/subcontractors.

Modern slavery is a crime and a violation of fundamental human rights. IFDC is committed and will enforce its partners and contractors to commit to the elimination of all forms of human trafficking, forced labor and child labor and has a zero-tolerance approach to such activities.

3. Policy

3.1. Prohibition to Engage in Human Trafficking and Recruit Child Labor

IFDC will not hire children. IFDC employees will not allow children to work for IFDC. IFDC employees will not engage or support human trafficking or forced labor.

3.2. Reporting in Case of Suspicion

IFDC employees will take immediate action and alert its supervisor if evidence of child labor, forced labor or human trafficking is apparent and when such activity is linked to IFDC's operation. Cases can also be reported using IFDC's EthicsPoint confidential reporting system. ([EthicsPoint - International Fertilizer Development Center](#))

3.3. Application for partners, contractors/subcontractors

All partners, contractors or subcontractors will agree to follow the same policy. IFDC will include specific language in such contracts.

3.4. Application for suppliers

IFDC will abstain from using suppliers who openly and to the knowledge of IFDC contract child labor or engage in forced labor or human trafficking.

3.5. Students

Students approved to obtain work experience with IFDC in accordance with international standards and local applicable laws are not considered child or forced labor.

4. Violations

IFDC has a zero-tolerance policy regarding any of its employees, associates, agents, contractors/vendors, subcontractors, or suppliers (or their employees) who engage in or support the use of slavery, forced, involuntary or coerced labor, child labor, human trafficking or sex trafficking. Failure to comply with this policy will result in disciplinary actions up to or including termination of employment. If any agent, contractor/vendor, subcontractor, or supplier is found in violation of this policy, IFDC will take prompt remedial measures to address the violation, up to and including termination of the relationship with IFDC.