

# ABR PROGRAM TECHNICAL COMPLIANCE GUIDE



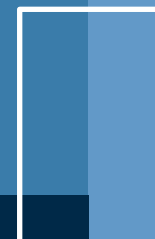
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## Volume I

# LABOR RELATIONS AND LABOR RIGHTS

In recent years, the demand for sustainable and socially responsible agricultural practices has grown significantly, driven by more conscious consumers and stricter environmental legislation. In this context, social responsibility emerges as an essential element for the ABR Program, aiming not only for environmental sustainability but also for the well-being of workers and the communities involved in production. Its Social and Community Development pillar covers best business practices for respecting and promoting human rights, ensuring dignified working conditions, and contributing to the social and economic development of local communities..

In the cotton sector, this means implementing measures ranging from the elimination of child and forced labor to the promotion of fair wages, workplace safety, and access to basic social benefits such as education and health. The ABR certification standard establishes rigorous criteria to ensure that cotton production occurs under ethical conditions in alignment with the International Labour Organization (ILO) conventions and the current regulatory norms in the country.





CRITERION 2  
**PROHIBITION  
OF CHILD  
LABOR**



2.1

Does the PU/PBA not practice, request or allow the use of child labor (of children or adolescents under 16 years old), under any pretext, even if occasional and without remuneration in its business activities, except for apprentice workers?

**LEGAL BASIS:**

Law 8,069/1990 - Statute of the Child and Adolescent (ECA)

Art.53. Children and adolescents have the right to education, aiming for the full development of their person, preparation for the exercise of citizenship, and qualification for work, ensuring them:

I - equality of conditions for school access and stay;

II - the right to be respected by their educators;

III - the right to contest evaluation criteria, with the ability to appeal to higher school instances;

IV - the right to organize and participate in student entities;

V - access to a free public school near their residence, with guaranteed placement in the same establishment for siblings attending the same stage or cycle of basic education.

Art. 60. Any work by minors under fourteen years of age is prohibited, except in the condition of an apprentice.

**Interviews:** With the manager and the person in charge of the HR sector, employees, and families residing in the living areas.

**Physical Verification:** Verify in HR if the UP/UBA does not practice, request, or allow the use of child labor under any pretext, even if occasional and unpaid, in its business activities.

**Documentary Analysis:** Request the payroll, list or files of employees, minutes of meetings on the topic, notices, internal rules and regulations, and apprenticeship contracts.

**Comments:**

Brazilian legislation prohibits work by those under 16 years of age because it is considered harmful to the intellectual, psychological, social, and/or moral formation of the adolescent.

There is a legal exception for minors to work starting at age 14, provided it is through an apprenticeship contract and that the services to be provided are compatible with their physical, moral, and psychological development, being of an administrative or technical nature provided in areas that are not unhealthy or dangerous (CLT Art. 403).

2.2

Does the PU/PBA expressly prohibit through posting notices or in internal rules, the practice of any type of child labor, paid or unpaid, in the workplace, except for apprentice workers?

**LEGAL BASIS:**

Law 8,069/1990 - Statute of the Child and Adolescent (ECA)

Art.53. Children and adolescents have the right to education, aiming for the full development of their person, preparation for the exercise of citizenship, and qualification for work, ensuring them:

I - equality of conditions for school access and stay;

II - the right to be respected by their educators;

III - the right to contest evaluation criteria, with the ability to appeal to higher school instances;

IV - the right to organize and participate in student entities;

V - access to a free public school near their residence, with guaranteed placement in the same establishment for siblings attending the same stage or cycle of basic education.

Art. 60. Any work by minors under fourteen years of age is prohibited, except in the condition of an apprentice.

**Interviews:** With the UP/UBA representative, the person responsible for the HR sector, and employees.

**Physical Verification:** Verify if there is an express determination prohibiting child labor in the core activity of the UP/UBA through the posting of notices or in internal rules, forbidding the practice of any type of child labor, paid or otherwise, in the work environment, with the exception of apprentice workers.

**Documentary Analysis:** Analyze supporting documents such as: payroll, list or employee files, minutes of meetings on the topic, notices, internal rules and regulations, and apprenticeship contracts.

**Comments:**

Companies committed to the practice of social responsibility principles must adopt, in their management, an express policy prohibiting the practice of child labor in the workplace, whether at the request of the company and its agents or by the initiative of parents or guardians.

The company must prohibit child labor under any pretext in the workplace by including regulations, posting posters, and conducting meetings to sensitize managers and employees regarding the prohibition of child labor in UP/UBA activities.