

ERM Global Policy

Child and Forced Labor



1.0 PURPOSE

The purpose of this policy is to support international efforts against child and forced labor in conformance with the ERM Code of Business Conduct and Ethics by prohibiting child or forced labor use or involvement by ERM.

2.0 SCOPE

The term "Employee" or "Employees" is specifically defined, for purposes of this policy, as: any personnel hired directly by ERM (regardless of status classification of full-time, part-time, temporary, contract, etc.); interns (even if an intern does not receive payment by ERM); employees of other companies seconded into ERM, and any ERM employee seconded to a non-ERM company. The term "Agent" or "Agents" is specifically defined as any member of any ERM entity board, any officer of any ERM entity, hired personnel, consultants, intermediaries, lobbyists, agents, representatives, independent contractors, subcontractors, and any others who act on ERM's behalf.

This policy applies worldwide to all ERM entities, all Employees and all ERM Agents.

3.0 POLICY

ERM is committed to the elimination of all forms of forced and compulsory labor and to the international effort to abolish child labor.

3.1 No Employee of ERM may hire child or forced labor on behalf of ERM.

3.2 All Employees should be alert to any evidence of child or forced labor abuses in operations linked to our businesses. If an Employee suspects child or forced labor, report your concerns immediately to your manager and to your Local Compliance Officer.

3.3 Student educational work experience that has been approved by ERM in accordance with international standards is not considered child or forced labor.

4.0 PROCEDURE

Procedure for obtaining approval for student educational work experience to be developed. Until then, contact your local HR personnel if you have a candidate for a student educational work experience.

ERM Global Policy Manual

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Policy Description: Policy to prohibit child or forced labor use or involvement by ERM

Policy Department/Author: ERM Legal Department

Policy Approval by: John Alexander on 20 August 2010

Approval Signature: 

Authority to Amend this Policy: Group Compliance Officer

Authority to Waive this Policy: None.

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