

CHILD LABOR POLICY

ZIPPER does not engage in child labor in any part of its organization or supply chain. We support the use of legitimate internship or apprenticeship programs that comply with local laws, regulations, and standards.

We believe that any form of labor is harmful, exploitative, or detrimental if commenced at too young an age. As such, we do not employ children—and we do not engage with suppliers or third parties who employ children—under the age of 15, below the age for completing compulsory education, or under the minimum legal working age in Romania, whichever is higher.

ZIPPER defines hazardous child labor as any work that may jeopardize the health, safety, or morals of a child, or compromise their education. This includes, but is not limited to:

- Work requiring the operation of electrically powered machinery or equipment;
- Work at dangerous heights or in confined spaces;
- Work exposing children to hazardous substances, agents, or processes, or to extreme temperatures, excessive noise, or vibrations harmful to their health;
- Work performed under particularly difficult conditions, such as prolonged working hours, night shifts, or in situations where the child is unreasonably isolated in the workplace.

ZIPPER encourages individuals who become aware of any violation of this policy to report it via email at etica@ezipper.ro. All reports will be treated with the utmost confidentiality, and no retaliatory action will be taken against the whistleblower. Reports must be made in good faith, based on real facts and actions, and reflect the objective judgment of the individual reporting.