

CHILD LABOR POLICY



ingemann

Fine Cocoa

Child Labor Policy

Ingemann is against all types of exploitation of children, at home as well as when working. However, at the same time we understand that light work within the framework of your family business is an integral and healthy part of any child's formation and we encourage teamwork in the family. A child according to our standards is a person between 12 and 18 years of age.

On the other hand assisting in the production on the farm or in the work shop can never be on the expense of school, under duress or in a potentially unsafe environment.

Ingemann has developed some basic guidelines that have to be followed by all of our suppliers. This policy is based on international treaties modified to the specific reality of Nicaragua.

A child cannot:

- Use machetes/knives
- Apply agro chemicals
- Carry more load than his own age in kilos
- Be forced to work

At the same time, the child must:

- Attend school
- Work under secure conditions
- Work within the family as a unit

Failure on behalf of our suppliers to comply with these guidelines will cause the following reaction:

- 1st time: a warning and additional information
- 2nd time: a quarantine of 6 months in which no commercial activity is permitted
- 3rd time: permanent cancelation of commercial relations

We will share this policy with our suppliers and stakeholders in meetings and through our technicians on site as we continue commit to the UN Global Compact standards.



Niels Ingemann Møller
President



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