



Child Labour Prevention Policy

At Celestica, we take an active role in preventing child labour in our workforce, as well as protecting child and youth workers from injury and promoting educational development. This policy contains the principles and procedures that are used to guide Celestica's managers and employees on issues in this area. Child labour is defined by Celestica and international standards as work that is done by children under the age of 15. A child worker is an employee under the age of 15 and a youth worker is an employee between the ages of 15 and 17.

1.0 Purpose: The intent of this policy is to:

- prevent child labour within our operations;
- provide guidance in situations where child labour is identified and;
- provide control practices and guidelines for protecting youth workers and discovered child workers.

2.0 Scope: This policy applies to all Celestica managers and employees. It is subject to applicable local laws and/or collective agreements in the jurisdiction in which it is being applied. Each site may have a supplemental, but not contradictory, policy with respect to preventing child labour, to address additions required by such local laws and/or collective agreements.

3.0 Prevention: In accordance with Celestica's Global Recruiting Guidelines, offers of employment must be conditional upon successful completion of all required background checks. All candidates are required to provide government- issued photo identification after they receive a conditional offer of employment. Candidates under the age of 15 are not eligible for regular hire under any circumstances. A candidate that is between the ages of 15 and 17 may be considered for hire as a youth worker. Candidates must be at least 18 years old to be accepted for regular hire.

4.0 Discovery: If an employee is discovered to be a child worker, site management and the site Human Resources (HR) Manager must be notified immediately. The child worker must immediately be removed from tasks that are considered hazardous, unsafe or unhealthy for those under 18 years old (e.g., heavy loads, night work, heavy machinery). The site HR team will work with the site management team to ensure that adequate support is provided for the child worker's educational development and make sure the proper authorities are notified. If it is determined that the child worker has no other means of support, his or her wages must be maintained without a reduction, as this could harm the interests of the child worker. Where a child worker's hours need to be reduced or his or her shift changed due to safety or educational requirements, alternative means of maintaining the child worker's total wages must be explored. For example, the site could consider hiring a member of the child worker's family or increasing the hourly wage of the child worker. Once a child worker reaches the legal working age and has met the minimum educational requirements for the local jurisdiction, he or she must be considered for regular employment, provided that he or she is qualified for an available position.

5.0 Protection: Although it is not Celestica's standard practice to hire youth workers, their safety and protection while they are at work are our first priority. To protect youth workers from physical harm and to promote their educational development, they **must not** be given jobs/tasks that:

1. are considered hazardous, unsafe or unhealthy for those under 18 years old (e.g., heavy loads, night work, heavy machinery operation); or

2. have an impact on their school attendance (i.e., during school hours) and/or their ability to benefit from school or other training programs.

6.0 Responsibility:

6.1: Employees: Each employee is responsible for complying with this policy and for disclosing any known violations of this policy to their manager and/or the Human Resources department.

6.2: Managers: All managers are responsible for complying with this policy and applicable Child Labour laws and disclosing any known violations of this policy.