



CHARTER OF CHILDREN'S RIGHTS IN BUSINESS

Children's rights are a fundamental value, beyond the divisions of the modern world, changing socio-cultural and economic models, including family patterns, value conflicts and social polarization or labour models. With this in mind, we are committed to implementing and improving solutions that protect children's rights in and around our organization. We shall work in dialogue with our stakeholders and child and youth representatives by educating each other, sharing best practices and following current legislation, research or recommendations from organizations and institutions that protect children's rights.

In our organization, to working people, we commit to:

- **create a good and friendly workplace for parents** - by promoting responsible parenting, support programs for parents, for children of employees, openness to needs raised by parents beyond existing programs,
- **ensure that all working people, including parents, are paid a decent wage** to enable them to provide decent living and development conditions for their children, and where this is insufficient, **support parents** in difficult life situations that may affect their family and work responsibilities, by promoting the principle of work-life balance,
- **promote responsible employment** through equal and inclusive standards for company apprenticeships, youth apprenticeships and youth employment, implement and support employment education programs, especially for groups at risk of social exclusion.

We recognize that the rights of the child include, in particular:

- the right to protect the child from all kinds of violence: slavery, human trafficking, sexual exploitation, forced labour, participation in armed activities,
- personal rights, i.e. the right to life, the right to identity, the right to development, the right to be raised in a family, the right to express one's own views, and the right to information;
- political or public rights, i.e., the right to express one's views, the right to participate in associations;
- social rights, i.e. the right to decent living conditions and an adequate standard of living, the right to health care and to live in a clean environment, the right to rest and leisure time;
- economic rights, i.e., the right to education; rights to work undertaken, whether as part of compulsory education or summer earnings.

Outside the organization, to customers and clients, users of our services and products, we commit to:

- **nurture the rights of the child as a user of our products and services - by ensuring safe use of products and services**, conducting responsible sales of our products/services to children, adapting products and services to the needs and abilities of children,
- **respect the right of the child as a recipient and participant in marketing messages** - by implementing standards for responsible communication, including attention to the standards-compliant use of children's images in communication activities.

We believe that initiatives that protect the rights of the child and empower the child, and all activities for the benefit of the child, stem not only from the letter of the law, but also from the moral imperative, the role of companies in socio-economic life. Aware of the power of business influence and responsibility, we recognize that today it is not just a duty: it is our obligation.

We declare that we will act independently and in coalitions and partnerships to effectively protect and strengthen children's rights and subjectivity.

In our daily business activities, we are committed to respecting and promoting the rights contained in the UN Convention on the Rights of the Child in our organization, as well as disseminating its values and provisions to our business and social partners and other stakeholders in our organization. Thus, acting in the spirit of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and taking into account „The Children's Rights and Business Principles,“ developed under the auspices of UNICEF, UNGC and Save the Children, we are committed to introducing and monitoring concrete, measurable, qualitative and quantitative solutions, both within our organization and in its value chain.

Outside the organization, in the value chain (both upstream and downstream), to business and social partners and partners, we commit to:

- **require its suppliers, contractors and - in a broader sense - business partners** to respect children's rights - through appropriate provisions in contracts, codes for suppliers, social audits; we do not cooperate with suppliers who use child labour,
- **require its social partners** to respect children's rights by establishing child protection rules in institutions that have direct contact with children; do not cooperate with partners who violate children's rights,
- **promote awareness of children's rights** among social business partners and other stakeholders of our organization,
- **engage in activities to respect** children's rights in business and in Polish society at large, independently and in coalitions - through financial, in-kind, substantive and volunteer support.