

Anti-Child Labor Policy

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All employees, contractors, subcontractors, suppliers, vendors, consultants, agents, and other providers of goods and services who do business on behalf of SunSource must adhere to the minimum employment age limit defined by local law or regulation and comply with relevant International Labor Organization (ILO) standards. Additionally, SunSource prohibits the hiring of individuals under the age of (14), the local legal minimum working age, or the compulsory schooling age, whichever is higher. Under no circumstances should anyone working or acting on behalf of SunSource permit children to perform work that exposes them to undue physical risks that can harm their physical, mental, or emotional development or improperly interfere with their education or vocational needs.

Non-Retaliation Policy

SunSource prohibits retaliation or threats against anyone who reports violations of this policy or who assists in any kind of internal or external investigation of reported violations. Anyone who violates this non-retaliation policy will be subject to disciplinary action by SunSource, including, but not limited to, disclosure of the violation to relevant government officials when required by law, and termination.

How should I report suspected policy violations?

Any suspected violation of the anti-child labor policy should be reported immediately to SunSource's Chief Human Resources Officer or General Counsel. Employees may also report suspected violations to SunSource's Ethics Hotline.