

Denmark 29/11/06

Declaration regarding Child Labour

Coloplast ensures that:

- All employees are over 13 years of age.
- Employees between the ages of 13 and 15 only perform light work.
- Employees between the ages of 13 and 15 work a maximum of two hours per day.
- Parents of employees between the ages of 13 and 15 are informed of the work and the conditions under which the work is performed.
- Employees under the age of 18 do not perform dangerous work or work at night.
- All apprentices in Coloplast are above the age of 14 and work as part of their education.

Coloplast A/S is aware of and respects the ban against child labour as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005 and in the Executive Order on the work of young people No. 519 of 14 June 1996.

The Danish legislation is in accordance with EU Directive 94/33/EC of 22 June 1994 on the protection of young people at work, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 138 of 26 June 1973 on Minimum Age, ILO Convention No. 182 of 17 June 1999 on the Worst Forms of Child Labour as well as the UN Convention on the Rights of the Child of 20 November 1989.

Our Code of Conduct clearly expresses our attitude towards child labour.

“All employees must be over 15 years old, over 18 years old if they work in night shifts or in an environment involving risk to their health, safety or moral standards. Employees under 18 years of age should not perform ordinary jobs if this prevents their statutory school attendance or education. Children down to the age of 13 may do light work a few hours a day, if such work does not affect their obligatory education or training or their health and/or development. If children are found to be

working and not complying with these directions, they should not be discharged without making a plan ensuring their welfare and settling them in an educational programme.”

Coloplast requests our suppliers to live up to our Code of Conduct, and they are systematically monitored and/or audited through our “supplier evaluation system”.

Sten Scheibye
CEO