

Employment of Young Persons Policy

The employment of persons under the age of 18 (Young Persons) must comply with the requirements set forth below:

- No Young Person shall be employed to produce raw materials, finished products or components thereof, or in the provision of services to Johnson & Johnson or to a Johnson & Johnson operating company unless such employment is in compliance with International Labour Organization Conventions (ILO Conventions) 138 and 182 and all applicable laws and regulations concerning age, hours, compensation, health and safety where such raw materials, finished products or components of finished products are to be produced, or where the services are to be provided.
- In the event of any conflict between ILO Conventions and such applicable laws and regulations, the most restrictive requirements shall apply.

Scope of Policy

This Policy applies to:

- All suppliers of raw materials, finished products or components of finished products to Johnson & Johnson or to any Johnson & Johnson operating company anywhere in the world;
- All providers of services to Johnson & Johnson or to any Johnson & Johnson operating company anywhere in the world;
- All Johnson & Johnson operating companies that hire people directly.

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