



<b>SECTION:</b>	<b>Corporate Compliance GP-Comp-011.001</b>	<b>EFFECTIVE DATE</b>	<b>01/01/2024</b>
<b>SUBJECT:</b>	<b>Child and Forced Labor</b>	<b>SUPERSEDES:</b>	<b>6/05/2007</b>
<b>SCOPE:</b>	<b>Global</b>		

**PURPOSE**

The purpose of this policy is to ensure that individuals associated with the organization act in the best interests of the organization-disclosing and managing any conflicts that may arise between their personal interests and their duties. This policy helps maintain transparency, integrity, and trust, safeguarding the organization's reputation and minimizing potential legal and ethical risks.

**SCOPE/APPLICABILITY AND PURPOSE**

This Policy applies to Ball Corporation and all of its majority-owned subsidiaries and affiliates ("Ball"), and all employees, officers and directors of Ball. For the purposes of this Policy, the term "employees" includes all permanent, contract, and temporary agency employees who are on long-term assignments with Ball.

**POLICY**

Ball Corporation and its subsidiaries (Ball) will comply with all national, provincial, state, and local child labor laws. Ball will not employ any person under the age of eighteen (18) in a manufacturing environment or any setting deemed hazardous by the U.S. Fair Labor Standards Act, or other national equivalent. It is permissible for persons between the ages of sixteen (16) and eighteen (18), outside the United States, to work in an apprenticeship capacity in accordance with all laws and regulations. Persons under the age of sixteen (16) will not be employed in any capacity. All laws and regulations governing the employment of minors will be strictly enforced.

Ball will not employ any person under forced, coercive, or compulsory methods. The most extreme examples are slave labor, prison labor, and bonded labor, but withholding identity papers, requiring compulsory deposits, and debts can also be used as a means of maintaining workers in a state of forced labor. The company will stringently adhere to all regulations and laws related to forced or compulsory labor.

Approved By:

Stacey Valy Panayiotou

Senior VP & CHRO

**Review History**

Review Date	Reviewed By	Last Change Summary
01/01/2024	EHRS	Updated to New Template

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