

POLICY ON CHILD AND FORCED LABOR

Cowen does not tolerate child labor, the exploitation of children, their engagement in unacceptably hazardous work nor the physical punishment, abuse, or involuntary servitude of any employee.

While Cowen operates in an industry where the risk of child and forced labor may be low, this policy acknowledges that child and forced labor is a serious problem in many other industries, particularly in certain parts of the world.

Who is considered a “child”?

- According to the UN Convention on the Rights of the Child, a child is a person under the age of 18, unless adulthood is recognized or declared in law earlier.

Cowen ensures that all legal limitations regarding employment of persons below the age of 18 are followed and does not recruit individuals under the legal age of employment.

We support temporary internships of individuals who are above the legal age of employment so long as such individuals are closely supervised and their safety, health, development and education are not compromised in any way.