



# CHILD LABOUR POLICY

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## Introduction

We source product from many areas which, may be re high-risk for child exploitation. We forbid child labour under the Responsible Sourcing Code of Practice, but we realise that danger and must handle it.

## Scope and Definitions

If child labour is identified in our operations or a supply chain production location, this best practise will be implemented. The case and child's circumstances should be thoroughly investigated.

We define a child as someone under-15 unless local minimum age laws require a higher age for job or study.

However, under developing country exclusions under ILO Convention No. 138, the lowest will apply. We define a young worker as someone over the age of a child but under 18. We define child labour as any work by a child or young person under the age(s) specified in the above definitions that does not comply with the relevant ILO standards and is likely to harm the child's or young person's health, physical, mental, spiritual, moral, or social development.

This encompasses all forms of slavery, including selling and trafficking minors, forced debt-paying work, and utilising children in war and armed conflict.

This guideline covers permanent, temporary, contract, and home-working, as well as minors who have been trafficked or sold into employment.

## Key Principles:

- ▶ Child safety and protection come first.
- ▶ A youngster should not be sent home without a plan.
- ▶ Any resolution or remedy must protect the kid from financial losses and maltreatment.
- ▶ Local government authorities and child protection agencies should be consulted for investigations and remedial plans.
- ▶ Young people in dangerous or night labour should be offered other jobs without punishment.

## Our Commitment

We will work with and support suppliers who find child labour in their supply chains as long as they engage in the remediation process and develop solutions that benefit the child and their education.

Suppliers that don't participate in the repair process will be told that they'll be dropped as a supplier, and if they don't, commerce will stop.

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## Supplier Expectations

We encourage suppliers to check their supply chains for child labour, especially dangerous or night work.

- ▶ Ensure age verification checks and records are being kept.
- ▶ Third-party contractors are checked for child labour.
- ▶ Young workers' birth dates, health checks, medical assessments, and risk assessments are recorded.

The proper authorities register young employees. We require vendors to report child labour as soon as feasible and provide comprehensive remedial instructions. We will give case-specific investigative guidance.

## Remediation

- ▶ If a child worker is identified, they should be told why they shouldn't work and what will happen to their employment, income, and ability to work when they're older.
- ▶ If a young worker is found to be working in hazardous conditions or night work, they should be told why they cannot work in that role and offered an alternative position that meets the criteria for young worker employment but does not reduce their income.
- ▶ Local law must preserve the child's rights. The local authorities should take in a child worker if there is proof of illegal behaviour or trafficking. To keep criminals from knowing, a trustworthy third-party must accomplish this.

If we suspect Child Labour an issue, we will discuss with the supplier to understand, then work with the site, and the direct supplier, to create a strategy with allocated duties.

Signed:



Position: Compliance Manager

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