

Child Labour Remediation Policy

Laleham & Design Plus Health and Beauty LTD is committed to preventing the use of child labour within its facilities and supply chain.

Aligned with the Ethical Trade Initiative base code (ETI Base code), UK Law & Guidance and International Labour organisation (ILO) Convention 138, Laleham & Design Plus health and Beauty LTD will ensure

- There will be no direct recruitment of Child labour under the minimum school age of 16 within any of its facilities.
- Young persons above 16 Years of age under the age of 18 years of age will not be employed at night, complete hazardous tasks or work in hazardous conditions.
- There will be no recruitment of Child Labour permitted by associated Contractors or Agencies used by Laleham & Design plus LTD within its facilities.
- Laleham & Design Plus LTD will ensure that supply chain assessments completed for supply of materials, products or services meet relevant local Child Labour Law and regulation as part of the assessment review.

Immediate protection of children & young workers

Where Child Labour is identified within a Laleham or Design plus facility or has been employed by of its Agency contractors' details will be passed to the HR Director for investigation and review. Actions agreed including reporting of the incident to specific agencies will be completed by a member of the senior management team.

Young persons above 16 Years of age under the age of 18 years of age will not be employed at night. Risk assessment of all proposed tasks as part of work experience or employed duties will be completed in accordance with HS147 & HS51. No hazardous tasks or working in hazardous conditions identified within the assessment will be permitted.

Supply chain or contractor management & remediation

Laleham & Design Plus LTD Supply chain will complete assessments for its Supply chain in accordance with QM 31 Supplier Approval Process (Cross Site). If the supplier cannot be approved or an issue is identified during review a Supplier Evaluation Risk Assessment (FO94) will be undertaken and the specific authorities informed where applicable.

Where a report or discovery of Child Labour has been identified within the supply chain the supplier / contractor or agency will be contacted and a corrective action or remediation plan agreed. The HR Director will be informed and investigation completed under guidance from an appropriately qualified agency such as AKAS or the Laleham & Design Plus Health and Beauty legal team.

The supply chain or use of the supplier, contractor / agency will be suspended pending the outcome of the investigation and action. Risk assessment and approval in accordance with QM31 will be required prior to reinstatement of any supply or service provision. The final approval or decision following an incident will be made by a senior manager or director.

Monitoring & review

HR will complete right to work assessments at time of employment to prevent the recruitment of child workers. Regular audit of the agency contractors will also include checks for young workers and risk management of those between the ages of 16 years of age and 18 years of age.

Risk assessments completed as per HS147 & HS51 will be subject to regular review. Changes to job roles or tasks will be assessed prior to permitting the completion of the tasks.

Where welfare or task activity concerns are identified HR will be informed and a formal review completed in conjunction with the department manager or director.

Regular audits completed as part of internal auditing or by external auditors against SMETA / WCA standards will also be used to monitor the management of young workers & child labour.

Related Documents or Standards

- Ethical Trade Initiative Base Code (ETI Base code)
- International Labor organisation (ILO) Convention 138
- DCC Code of Conduct & Code of Practice
- Management of Health and Safety at work regulations 1999 (as amended)
- HS147 Young Persons, Children & Work experience Students at Laleham
- HS51 Young Person or Student placement risk assessment
- QM 31 Supplier Approval Process (Cross Site).

Laleham Health and Beauty Limited will ensure this policy is available to all interested parties.

Signed for and on behalf of Laleham Health and Beauty Limited

Tim O'Connor
Managing Director

Kim Goss
HR Director

Paul Harris
Group HSE Manager

This document is electronically approved within the Q Pulse document system