

Phase Eight

Young worker and
child labour policy

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INTRODUCTION

This Policy is intended to help all organisations that are involved in the manufacture or supply of goods to Phase Eight, collectively known as suppliers, understand the steps they need to take to protect young workers and to ensure compliance with the United Nations International Labour Organisation's Conventions relating to child labour .

Phase Eight defines a young worker as someone under the age of 18 who is legally entitled to work and a child worker as someone under the age of 18 who is not legally entitled to work. Phase Eight supports the employment of young workers within its supply chain, provided that adequate precautions are put in place for their protection.

Children must not be involved in the manufacture or supply of goods to Phase Eight. Children who are made to work, or who choose to work, are deprived of their rights to a childhood and education and are at risk of endangering their physical, mental and social well-being.

Phase Eight expects suppliers to monitor their own supply chains and to contact Phase Eight immediately if they have any concerns regarding young workers or child workers. In return, if instances of child labour are identified, Phase Eight commits to supporting and working with suppliers to develop responsible solutions that are in the best interests of the children.

Phase Eight is responsible for communicating this Policy to its suppliers. Phase Eight's suppliers are responsible for its implementation and for making Phase Eight aware of any issues.

PROTECTING YOUNG WORKERS

Young workers between the minimum age of employment and 18 years old can be employed, provided there are adequate precautions to protect them. They must not be employed at night, work overtime or carry out any form of hazardous work.

Phase Eight supports formal work-based training programmes that enable young workers to learn new skills. These programs must be aimed at developing young workers' skills and experience. Young workers on training programs must be paid at least minimum wage.

Supplier responsibilities:

Factories must have effective systems in place to check the ages of all recruited employees and must hold copies of official documentation for every worker that verifies their date of birth.

If date of birth documents are not available the employee's age must be established using other appropriate and reliable methods.

As a supplier to Phase Eight you are required to:

- Ensure full compliance with local requirements relating to young workers
- Conduct specific young worker risk assessments to identify any hazardous work or conditions
- Ensure young workers are not engaged in night work, hazardous work or physically demanding work
- Inform the Phase Eight Ethical Trade Department of any young workers employed in your supply chain who are under the age of 16
- Do not allow children in production areas under any circumstances

CHILD LABOUR REMEDIATION

Children must not be involved in any part of Phase Eight' supply chain. However, if child labour is found, Phase Eight commits to continuing its business relationship with the supplier and providing them with support to develop responsible solutions that are in the best interests of the children.

Supplier responsibilities

If a child worker is present at a site, or involved in off-site production, the supplier must:

- Minimise the risk to the children by removing them from the production area or, if the children are working from home, stopping their work
- Immediately inform Phase Eight' CSR and Sustainability Executive
- While a remediation programme is being developed, the site should not dismiss the children and should continue to pay wages
- Under no circumstances should the children continue to work or be present in a production area during this period

Phase Eight responsibilities

- If child workers are found in the Phase Eight supply chain, Phase Eight will seek to work in partnership with the supplier and appropriately qualified organisations to develop a responsible solution that is in the best long-term interests of the children.

Such programmes will be based on available best practice and will seek to meet the educational, social and economic needs of the children concerned. This will include:

Providing protection for the children's immediate safety and welfare

- Understanding the economic and social reasons for employing children
- Developing a remediation plan that secures the children's education and right to a childhood
- Evaluating alternative ways of supporting the children financially
- Ongoing monitoring of the children's welfare

Please return a signed copy of this letter to confirm your commitment to Phase Eight's' Young Worker and Child Labour policy to Francesca Mangano at the Phase Eight Head Office or email to f.mangano@tfg-brands.co.uk.

If you have any concerns or questions regarding young or child workers, please contact the Whistles CSR and Sustainability Executive directly.

Francesca Mangano
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