

Groundsell Contracting Limited

Company Child Labour Policy

Groundsell Contracting Limited acknowledges the fact that child labour occurs in many countries. However, Groundsell Contracting Limited does not accept child labour, and works actively against it. The complexity of the child labour issue requires a consistent, long-term effort to create sustainable and broad-based solutions in order to reach our goal; that no products delivered to Groundsell Contracting Limited are produced by child labour.

Groundsell Contracting Limited respects different cultures and values in countries where our suppliers may source its products, but does not compromise on the basic requirements regarding the Rights of the Child.

This Groundsell Contracting Limited Child Labour Policy has been established in order to make our position clear to suppliers and their co-workers, as well as any other parties. The requirements in this code of conduct are mandatory to all suppliers and their sub-contractors.

GENERAL PRINCIPLE

Groundsell Contracting Limited does not accept child labour.

Our company supports the United Nations (U.N.) Convention on the Rights of the Child (1989).

Our company child labour policy is based on this Convention, which stipulates:

- *“All actions concerning the child shall take full account of his or her best interests.”* Article 3.
- *“The right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual, moral or social development”.* Article 32.1.

Implementation

All actions to avoid child labour shall be implemented by taking the child’s best interests into account. Groundsell Contracting Limited requires that all suppliers shall recognise the U.N. Convention on the Rights of the Child, and that the suppliers comply with all relevant national and international laws, regulations and provisions applicable in the country of production.

Suppliers are obliged to take the appropriate measures to ensure that no child labour occurs at suppliers’ and their sub-contractors’ places of production.

If child labour is found in any place of production, Groundsell Contracting Limited will require the supplier to implement a corrective action plan. If corrective action is not implemented within the agreed time-frame, or if repeated violations occur, we will terminate all business with the supplier concerned.

The supplier shall effectively communicate to all its sub-contractors, as well as to its own co-workers, the content of its Child Labour Policy, and ensure that all measures required are implemented accordingly.

Young Workers

Groundsell Contracting Limited supports the legal employment of young workers.

Young workers of legal working age have, until the age of 18, the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

Groundsell Contracting Limited therefore requires all its suppliers to ensure that young workers are treated according to the law; this includes measures to avoid hazardous jobs, night shifts and ensure minimum wages. Limits for working hours and overtime should be set with special consideration to the workers’ young age.

Monitoring

All suppliers are obliged to keep Groundsell Contracting Limited informed at all times about all places of production (including their sub-contractors). Any undisclosed production centres found would constitute a violation of this code of conduct.

Through the General Purchasing Conditions for the supply of products to our company, we reserved the right as far as is practicable to make unannounced visits at any time to our supplier's places of production (including their sub-contractors) for goods intended for supply to our business. We furthermore reserve the right to assign, at our sole discretion, an independent third party to conduct inspections in order to ensure compliance with our Child Labour policy.

If child labour is found in the supply chains we 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. Our company and the supplier will agree an appropriate corrective action plan by:

- Seeking advice and help from a recognised local non-governmental organisation that deals with child labour or the welfare of children
- Explain the legal requirements and restrictions on working ages to the children
- Develop processes to prevent recurrence