

## CHILD LABOUR POLICY STATEMENT

Helensburgh Heroes endeavours to provide a conducive working environment that is characterised by equality and mutual respect.

The company will not tolerate the use of child or forced labour, nor exploitation of children in any of its operations.

Helensburgh Heroes 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.

### Definition

This policy is based on the International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973). According to this convention, the word "Child" is defined as any person below fifteen (15) years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply.

In the conduct of its business, Helensburgh Heroes:

- Will not employ children that fall into the definition as stipulated by ILO Convention, and will not employ any person below the age of fifteen years at the workplace. Furthermore, all volunteers working and all third party-employed workers who perform work on Helensburgh Heroes premises, shall meet these minimum age requirements
- Will comply with all other applicable UK child labour laws, including those related to wages, hours worked, overtime and working conditions.
- Is against all forms of exploitation of children and will maintain documentation for every worker verifying the worker's date of birth.
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these principles become known to Helensburgh Heroes, we will discontinue the business relationship;

The implementation of the policy is the responsibility of the Trustees and the Duty Management.

Signed on behalf of Helensburgh Heroes

13<sup>th</sup> April 2018