

Child Labour and Young Worker Policy

160 Million Children worldwide are child labourers
Just over half of those are aged 5-11 years old
22,000 children die every year in work-related accidents

JD have a clear standard relating to the employment of children within our code of conduct which reflects the Ethical Trading Initiative (ETI) base code and the International Labour Organisation (ILO) relating to child labour

Age

The ILO and the ETI state that a child is any person younger than 18 years of age and that 15 is the minimum age at which a child may be employed.

However some countries stipulate a higher age for work or mandatory schooling, in which case the higher age shall apply.

In developing countries the lower age of 14 years is allowed under the ILO Convention No. 138 and will apply.

Child Worker 15-16 years old
Young Worker – 17-18 years old

Under 18's

JD supports employment of young workers subject to certain conditions which include the below;

- Cannot carry out hazardous tasks. This includes working with chemicals, heavy machinery or mechanics, confined spaces, at height, extreme temperatures, in dusty areas, around loud noises or heavy loads.
- Cannot be employed at night.
- Cannot work overtime.
- Must be provided healthcare checks as required by law.

Supplier and Partner Responsibilities;

Our suppliers/ partners are expected to have their own management systems in place for the prevention of child labour for their own operations and those of their suppliers and service providers.

This systems should include;

- Using all available processes to verify the authenticity and accuracy of proof of age documents i.e. birth certificates, passports, ID cards etc.
- Maintain a full list of employees, detailing full name, work department, ID documents, serial numbers, date of birth, date employment commenced, date when any young workers reach adulthood.
- Prevent access to production areas for any child under legal working age. This includes the children of workers who live in on-site accommodation.
- Ensure young workers employed have adequate precautions to protect them while carrying out non-hazardous work and ensure they do not perform hazardous work.

Remediation

JD will seek to work in partnership with suppliers to develop a responsible solution that is in the best interest of child and to mitigate the risk to the child. Consultations should be conducted with the child and their guardians to establish what they want or need.

Any child under 15 found working should be removed from the work, however they should not be dismissed or have their wage discontinued. There must be written assurance of re-employment opportunity on attaining the legal working age. The child should return to education without financial disadvantage.

Any Concerns Contact - JD Compliance – mdscompliance@jdplc.com