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Child Labour and Young Worker Policy

Pentland Brands

Contents

You can skip to specific sections by clicking on the links below or the navigation bar above. To come back to this page, just click Contents.



[Introduction](#)

1

[Definitions](#)

2

[Our Commitment and Responsibility](#)

3

[Supplier and Partner Responsibilities](#)

4

[Child Labour Remediation](#)



[Contacts](#)

Introduction

Building a sustainable business has never been more important. It's also the right thing to do, and our stakeholders expect it.

Pentland Brands aims to clearly document its policy and expectations relating to the employment of children and young workers within its operations, and those of its partners and supply chains.

Pentland Brands believes that a child or young person should never experience abuse of any kind.

Pentland Brands believes that it is its responsibility to ensure the welfare and protection of any child or young person identified within its business operations, partnerships or supply chains.

For any queries, feedback, disclosures or whistleblowing please contact **cr.team@pentland.com**

1

Child Labour and Young Worker Definitions

Child Labour and Young Worker Definitions

1 Child or children

Defined as a person or persons yet to reach their 15th birthday, or any higher age specified in national or local law for completing mandatory schooling, or beginning full time work.

In strictly limited circumstances, where national and local law sets a minimum working age of 14 years ILO Convention 138, relating to developing country expectations, can support this lower minimum age definition.

2 Young Person

A person legally entitled to work, who is 15 years old or above the minimum age of employment and below the age of 18.

3 Child Worker

A child who is not legally entitled to work, who is below the minimum age of employment or under the age of 15, if this is higher.

4 Child Labour

The term for employment of children, or young workers exposed to hazardous work or conditions.

5 Hazardous Work

Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety, or morals of children or young people.

This includes handling chemicals, working with heavy machinery or electrics, working in confined spaces, at height or in extreme temperatures, being exposed to dusty environments, fumes or loud noise, lifting heavy loads, working overtime or working at night.

2

Our Commitment and Responsibility

Our Commitment and Responsibility

Pentland Brands is committed to protecting the rights of young workers and remedying any instances of child labour.

Child workers must not be employed within our business operations, or those of our partners or our suppliers and supply chains.

Pentland Brands do support the employment of young persons, on condition that they are not migrants or subjected to hazardous work.

Click on the button here to view:

Code Of Employment
Standard For Suppliers



01

Child workers must not be employed within our business operations, those of our partners or our suppliers and supply chains.

We have set clear standards relating to the employment of children within our business standards policy, [Our Standards](#), which reflect the Ethical Trading Initiative (ETI) base codes and the International Labour Organisation's (ILO) Conventions, with 138 and 182 relating to child labour.



Our Standards, Section D), Code of Employment Standards for Suppliers states:

- 4.0 Child labour is not used
- 4.1 There is no recruitment of child labour.
- 4.2 If any incidence of child labour is identified in the supplier's industry and region, the supplier shall initiate, or participate in, a programme to transfer any children involved in child labour into quality education until they are no longer children.
- 4.3 No one under 18 years old is employed at night or in hazardous work or conditions.
- 4.4 In this Code, "child" means anyone under 15 years of age, unless national or local law stipulates a higher mandatory school leaving or minimum working age, in which case the higher age shall apply; and "child labour" means any work by a child or young person, unless it is considered acceptable under the ILO Minimum Age Convention 1973 (C138).

Our Commitment and Responsibility



02

Pentland Brands supports the employment of young persons, on condition that they are not subjected to hazardous work (see 'definitions').

03

Pentland Brands is committed to fully and consistently supporting our suppliers/partners who provide transparency on conditions and practices, report any discoveries within their own or their supplier's operations, and actively engage with us in the process of developing and delivering agreed, time bound improvement plans where necessary.

04

In the event of child workers being identified, Pentland Brands will work in partnership with the child, the employer, the parents/carer, and local NGO/experts in providing appropriate welfare and a safe transition back to education.

We will collaborate to ensure there is no financial detriment to the child, or their dependants, and no breach of their human rights.

05

Pentland Brands is prepared to terminate its relationship with business partners or suppliers if it is found they are in deliberate breach of this policy or unprepared to engage with appropriate remedy.

3

Supplier and Partner Responsibility

Supplier and Partner Responsibilities

Pentland Brands require all its suppliers/partners to adopt and implement this policy, or have a similar policy of their own.



In delivering policy we expect suppliers/partners to:

- Protect the welfare and living conditions of all suspected or confirmed child labourers
- Provide due diligence in monitoring their own operations, and those of their suppliers and service providers, and to contact Pentland Brands if they have any concerns regarding child labour
- Be diligent in 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 all employees, detailing full names, work department, identification documents and serial numbers, date of birth and date employment commenced
- Maintain a similar list of all young workers, including date they will reach adulthood
- Report all child labour discoveries, providing the following reporting and welfare protection;
 - Provide a list of all child names and actual dates of birth
 - Explain the legal and policy requirements, and the restrictions on working ages to the child clearly, and in a language they fully understand
 - Remove the child from work and ensure suitable housing and meals are provided
 - Document all actions and transactions, including payslips and bank transfers
- Not threaten or expel any suspected or confirmed child labourer
- Ensure any child is not relocated without consent of guardian and Pentland Brands
- Not produce or present any falsified documents
- Not compensate the child or family unless an agreed action within the remediation process
- Collaborate fully with child labour remediation
- Provide young workers with non-hazardous work

4

Child Labour Remediation

Child Labour Remediation

Pentland Brands will seek to work in partnership with suppliers/partners and a local NGO experts in remedying cases of child labour.

In each case we will look to provide a responsible solution that is in the best long-term interests of the child.

Suppliers/partners should expect to provide the following support;

01

Security and protection to the child until family repatriation by a local NGO can be facilitated.

02

Assurance of re-employment opportunity on attaining legal working age.

03

Continuation of wage payments to the child, family or legal guardian, at least adult legal minimum wage, on a monthly basis throughout the remediation process, and until minimum legal working age is reached.

04

Costs relating to the child participating in appropriate vocational courses, training for work, apprenticeship, and any counselling deemed appropriate.





Contacts

We encourage feedback on any of the content in this manual.

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cr.team@pentland.com

Thank you