

	Child labour policy	Creation date: 30/06/2016
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		SUSTAINABILITY DEPARTMENT
		GPOL002

Child Labour can limit or damage the physical, mental, social or psychological development of children and undermine a child's right to childhood, development and education. Goldtree recognizes its responsibility to take an effective role in eliminating child Labour.

A. Definition

Child Labour is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. The term applies to:

- All children under 18 involved in the "worst forms of child labor" (as per ILO Convention No. 182)
- All children aged under 12 taking part in economic activity
- All 12 to 14-year-olds engaged in more than light work.

The ILO defines **light work** as work that is not likely to be harmful to children's health or development and not likely to be detrimental to their attendance at school or vocational training. Those under 18 years old should not engage in hazardous work that might jeopardize their physical, mental or moral well-being, either because of its nature or the conditions under which it is carried out. For young workers above the legal minimum age but below 18, there should be restrictions on hours of work and overtime; working at dangerous heights; with dangerous machinery, equipment and tools; transport of heavy loads; exposure to hazardous substances or processes; and difficult conditions such as night work at night.

B. Policy statement

Children are vulnerable groups. Goldtree recognizes the Article 3 (d) of ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182)

- The company will not employ any person under the age of 18 years.
- The company will not allow its contractors and sub-contractors to employ any person under the age of 18 years.
- The company recognizes that its major supplier group of out grower farmers employs family labour for farm work. In this context, the national minimum employment age of 16 years is applied. out grower farmers will not employ persons under the age of 16 years.
- The company will operate a Child Labour Action Group, chaired by a member of Goldtree's management team (HSE Manager). The purpose of the Child Labour Action Group is to identify measures, take decisions and monitor progress made by the company to eliminate child labour in all Goldtree's operations.

The Group brings together representatives from operations, communities, suppliers and NGOs. Through this group Goldtree commits itself fully to:

- ⇒ Comply with national laws on child labour and minimum employment age.
- ⇒ Comply with the Convention on the Rights of the Child (CRC, 1989).
- ⇒ Comply with IFC Performance Standard 2.
- ⇒ Not use or support the use of child labour as defined in ILO Convention 138.
- ⇒ Prohibit and seek to eliminate the worst forms of child labour in accordance with ILO Convention 182.
- ⇒ Not work with those who use child labor.

Base decisions about child labour on expert advice about the options available to children in the local context, and in the best interests of the children affected

Date of approval: January 2020
Signed: Pieter Van Dessel
General Manager Goldtree (SL) Ltd

