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A SUPERMAX HEALTHCARE BRAND

QMS **Supermax Healthcare Ltd** Document No: **PO-02**

Title: **Child Labour Policy** Revision No: **4.0**

Date Issued: **02/05/2024** Page No: **1 of 4**

Signature of the Quality Manager:	Signature of the Managing Director:
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Child Labour Policy

Supermax Healthcare Ltd acknowledges the fact that child labour occurs in many countries. However, Supermax Healthcare Ltd will 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 to reach our goal.

1. Scope

Supermax Healthcare Ltd's Child Labour Policy has been established to make Supermax Healthcare Ltd's 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 subcontractors.

2. Child Labour

2.1 Definition of Child Labour

According to the ILO 'Child Labour is defined as work that deprives children of their childhood, potential and dignity that is harmful to their physical and mental development. It includes: -

- Work that fails to consider compulsory schooling.
- Work that is mentally, physically, socially, and morally dangerous and harmful
- Work that prevents children from attending school and work that makes it necessary for children to leave school.
- Work that requires children to combine school attendance with long and heavy work.

Child labour also includes any child below the minimum working age engaged in on light work and hazardous work. Child and forced labour are problems which exist throughout the world.

Supermax Healthcare Ltd believe that Child Labour has no place in our supply chain. Our human rights strategy includes action in our own workplaces, first-tier supplier workplaces and the extended supply chain.

Supermax Healthcare Ltd being a global employer and purchaser of services and goods, has an important role to play in these issues and being a UK bases subsidiary of Supermax, take our role extremely seriously.

Child Labour and young workers ILO Convictions 138 and 182, ILO recommendations 146 and 190 United Nations Conviction on the Rights of the Child, The Children's rights and Business Principles Fundamental: Child



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Labour is not accepted. No child shall be employed at an age younger than 15 (or 14 where ILO Convention 138 makes an exception) or younger than the legal age for employment if this is higher than 15.

3. Definitions

3.1 A Child

A child is defined as someone who has not reached their 15th Birthday, or any higher age specified in local law for completing mandatory schooling or beginning full time work. However, in strictly limited circumstances, where local laws set the minimum age at 14 years, under ILO convention 138 in accordance with developing country exceptions, the lower will apply.

3.2 Child Worker

A child who is not legally entitled to work i.e. below the minimum age of employment or under the age of 15 if this is higher. According to the ILO, no person should work at an age younger than 15, unless exceptions recognised by ILO apply.

3.3 Young Worker-

A child who has reached minimum working age between the ages of 16-18 years of age. All legal limitations regarding employment of employees below the age of 18 shall be followed. They should be protected from any hazardous work, night shifts and any work that might stop their development or impose physical harm. All young workers at least must be paid the minimum wage for every hour worked according to the laws of the country they are working in, which should include any training time.

3.4 Duty of Care

Duty of care the wellbeing, welfare, compliance and good practice for employees. It is defined as a legal obligation to always act in the best interest of individuals and others and not act or fail to act in a way that may cause harm. Employees should only carry out tasks that they are competent and trained to do and should not carry out tasks that they believe to be unsafe.

There are procedures in place to prevent anyone under the legal age of employment to be recruited. The employer shall develop, or participate in, and contribute to policies and programmes which provide transition of any child found to be performing work in the workplace to enable them to attend and remain in quality education until they are no longer a child. The best interest of the child should be taken into consideration with the child's parents or guardians.

3.5 Hazardous Work

Hazardous work is work that is carried out and is likely to harm the health, safety and morals of a child. This includes working with machinery, chemicals, electrics, confined spaces, working at height, working in extreme temperature conditions (working in very cold conditions or very hot conditions), being exposed to dust, fumes, loud noise, lifting heavy loads and working excessive hours of overtime.



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If a young worker is found to be carrying out hazardous work, it is the supplier's responsibility to remove them from the hazardous task they are doing and carry out a detailed risk assessment so that the tasks that the worker can do, can be identified.

Supermax Healthcare Ltd expects all suppliers to have a policy in place that no person under the age of 18 is employed.

4.0 Supplier Responsibilities

All actions to avoid child labour shall be implemented by taking the child's best interests into account. Supermax Ltd 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, Supermax Healthcare Ltd will require the supplier to implement a corrective action plan. If corrective action is not implemented within the agreed timeframe, or if repeated violations occur, Supermax Healthcare Ltd will terminate all business with the supplier concerned.

5.0 Management Systems

Supermax Healthcare Ltd has effective management systems in place to check the ages of all workers on site. The management team must have the relevant training and be able to understand how to check the validation of various employee official documentations, ensure that they are genuine and keep copies for each employee to verify their date of birth. They should also know how to identify any out-of-date documents and know which documents belong to each employee.

All actions to avoid child labour shall be implemented by taking the child's best interests into account. Supermax Healthcare Ltd 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.

6.0 Recruitment

Supermax Healthcare LTD are committed to and ensure that they do not employ anyone under the age of 18 and ensure that their suppliers do the same.

7.0 Review

This policy will be assessed at regular intervals by the management team or if there have been any changes to legislations or laws, this is to ensure that Supermax Healthcare Ltd are compliant with all regulations so they can take the necessary action when required.



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REVISION HISTORY

Revision No.	Summary of change	Change Control No:	Date:	By:
1.0	New Policy	N/A	05.10.2020	DT
2.0	Reviewed and updated	028	22/06/2021	LK
3.0	Extra Information added	060	19/10/2021	SM
4.0	Reviewed and updated	224	02/05/2024	MC