

Social – Compliance

Child Labour Policy



Child Labour Policy

Policy brief & purpose

Our child labour policy is our position on employing minors and aims to ensure that our company, its subsidiaries and everyone we're connected with follows the law and cares for children's interests.

International, local and federal child labour laws are stricter today than they were years ago. But millions of children are still forced to work in bad conditions all around the world, even in developed countries.

As an organization, we want to do business in a legal, ethical manner adding value to society and the environment instead of doing harm. Helping stop child labour is fundamental to us. We want to make sure that our organization doesn't take part in children's exploitation and also helps end it to the best of our ability.

Scope

This policy applies to our entire organization and those we do business or partner with including suppliers, vendors and (sub)contractors.

The [International Labour Organization \(ILO\)](#) and the [U.N Convention on the Rights of the Child](#) guide our policy on child labour. When it comes to legal aspects, we always:

- Follow the stricter law if more than one laws apply (e.g. state and federal, local and international).
- Require suppliers, partners and vendors to follow the stricter applicable laws and recognize children's rights. They must also require their own suppliers, subcontractors and stakeholders to do the same.

In this policy, we refer to "children" as people who are younger than [18] years of age. "Young children" are people younger than [15].

"Child labour" refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity. It's work that's harmful to them mentally, physically and socially.

Policy elements

1. Young children

When it comes to young children (younger than [15]), we do not want to stand in the way of their health, schooling or free time. That is why we do not and will not employ anyone younger than [15 years] of age and require our subsidiaries to do the same, regardless of the country they're in.

We're also committed not to do business with any organization that employs children younger than [15]. We will include this condition in every contract we sign and reserve the right to break the contract without penalty if our business partner violates this condition and refuses to agree on or follow through with an elimination plan.

2. Older children

When it comes to employing children, who are older than [15], all business partners must always follow the local and international laws. As a general rule, these children can have a job, but **they should never do work** that jeopardizes their health and safety or affects their schooling and development.

With this rule in mind, we business partners may employ children older than [15] for light work such as stocking shelves or light cleaning duties etc. They must not use any heavy or dangerous equipment, chemicals or vehicles when working.

These are mandatory conditions when forming partnerships or other business relationships. We' will refuse to do business with anyone who employs children of any age in hazardous or exhausting jobs or doesn't follow applicable laws on working hours or pay. We also expect them to communicate and enforce the no child labour policy to their own contractors.

Actions and Implementation

To make sure Ducky Dons B.V. and all partners enforce this policy and help eliminate child labour, we are committed to:

- Working with governments and other organizations to end child labour.
- Educating our own staff as well as the staff of partners such as producers, on youth work laws and child labour by using the amfori BSCI platform.
- Communicating our no child labour policy to organizations we're connected with and ensure our contracts have the right stipulations.
- Facilitate dialogue with our partners about youth work laws and child labour. We also expect them to know and follow this policy and laws on wages and hours for older children.
- Facilitate dialogue with our partners on keeping and validating documentation verifying the employees' age after they are hired.
- Auditing suppliers and partners (especially those in **industries with high child labour risk**) periodically to ensure they aren't involved in child labour, possibly with unannounced onsite visits too. We will require them to provide us with an updated list of all their business locations at all times.
- Demanding and monitoring an elimination plan in cases where child labour has been discovered in the businesses of our partners. We will also work together with the stakeholder to create plans to support children, keeping their best interests in mind, and make efforts to involve them and their families in the process. If we discover (hidden) business sites that still employ children after having made agreements not to, we will dissolve our contract immediately.

- Employing or consulting with experts on topics like child labour, health and safety standards or corporate social responsibility.

Children's welfare is everyone's business

We want to grow and thrive as a business, but we are also committed to do good by the community we belong in. We ask all of our employees and partners to follow this policy, not just because we demand it as an organization, but because securing a bright future for children is everyone's duty.

1. We hereby confirm that we have received, read and understood the content of the Ducky Dons Child Labour Policy.
2. We commit to comply with the Ducky Dons Child Labour Policy and to take the responsibility to inform all our employees, subcontractors and subsidiaries on the content of the Child Labour Policy and to make sure that they comply accordingly.
3. We will supply Ducky Dons with information on the location of all production facilities used for production of goods for Ducky Dons. We guarantee that no production of goods for Ducky Dons will take place at any other location than those Ducky Dons has been informed of.
4. We hereby commit to immediately report all incidences and violations/breaches of the Ducky Dons Supplier Code of Conduct and the Ducky Dons Child Labour Policy