



## Forever New Young Worker and Child Labour Policy

### **INTRODUCTION**

This Policy is intended to help all organisations that are involved in the manufacture or supply of goods to Forever New, collectively known as suppliers, understand the steps they need to take to protect young workers and to ensure compliance with the United Nations International Labour Organisation's Conventions relating to child labour.

Forever New defines a young worker as someone under the age of 18 who is legally entitled to work and a child worker as someone under the age of 16 who is not legally entitled to work.

Forever New supports the employment of young workers within its supply chain, provided that adequate precautions are put in place for their protection.

Children must not be involved in the manufacture or supply of goods to Forever New. Children who are made to work, or who choose to work, are deprived of their rights to a childhood and education and are at risk of endangering their physical, mental and social well-being.

Forever New expects suppliers to monitor their own supply chains and to contact Forever New immediately if they have any concerns regarding young workers or child workers. In return, if instances of child labour are identified, Forever New commits to supporting and working with suppliers to develop responsible solutions that are in the best interests of the children.

Forever New is responsible for communicating this Policy to its suppliers. Forever New's suppliers are responsible for its implementation and for making Forever New aware of any issues.

### **PROTECTING YOUNG WORKERS**

Young workers between the minimum age of employment and 18 years old can be employed, provided there are adequate precautions to protect them. They must not be employed at night, work overtime or carry out any form of hazardous work. Forever New supports formal work-based training programs that enable young workers to learn new skills. These programs must be aimed at developing young workers' skills and experience. Young workers on training programs must be paid at least minimum wage.

#### **Supplier responsibilities:**

- Factories must have effective systems in place to check the ages of all recruited employees and must hold copies of official documentation for every worker that verifies their date of birth. If date of birth documents are not available the employee's age must be established using other appropriate and reliable methods.
- Ensure full compliance with local requirements relating to young workers.
- Conduct specific young worker risk assessments to identify any hazardous work or conditions.
- Ensure young workers are not engaged in night work, hazardous work or physically demanding work.
- Inform Forever New CSR Committee of any young workers employed in your supply chain who are under the age of 16.
- Do not allow children in production areas under any circumstances.



## **CHILD LABOUR REMEDIATION**

Children must not be involved in any part of Forever New's supply chain. However, if child labour is found, Forever New commits to continuing its business relationship with the supplier and providing them with support to develop responsible solutions that are in the best interests of the children.

### **Supplier responsibilities**

If a child worker is present at a site, or involved in off-site production, the supplier must:

- Minimise the risk to the children by removing them from the production area or, if the children are working from home, stopping their work.
- Immediately inform Forever New CSR Committee

While a remediation programme is being developed, the site should not dismiss the children and should continue to pay wages. Under no circumstances should the children continue to work or be present in a production area during this period.

### **Forever New responsibilities**

If child workers are found in the Forever New supply chain, Forever New will seek to work in partnership with the supplier and appropriately qualified organisations to develop a responsible solution that is in the best long-term interests of the children. Such programmes will be based on available best practice and will seek to meet the educational, social and economic needs of the children concerned. This will include:

- Providing protection for the children's immediate safety and welfare.
- Understanding the economic and social reasons for employing children.
- Developing a remediation plan that secures the children's education and right to a childhood.
- Evaluating alternative ways of supporting the children financially.
- Ongoing monitoring of the children's welfare.

The costs of the children's remediation plan and corresponding financial support to replace lost income to the family shall be borne by the factory; however, Forever New will consider joint responsibility of payments on a case-by-case basis.

If you have any concerns or questions regarding young or child workers, please contact the Forever New CSR Committee or the relevant country office:

Forever New CSR Committee:

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