



Child Labour & Young Person Policy

Walker's Shortbread Limited ("the Company") is committed to preventing child labour in all aspect of our business. This includes any part of our supply chain and thereby ensuring that no products delivered to the Company are produced by child labour.

General principles

The Company does not accept child labour and we actively support the United Nations Convention on the Rights of the child (1989) and we therefore stipulate; The right of the child is to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's moral or social development and or education. In addition, we recognise the International Labour Organisation (ILO) minimum age and definitions detailed below:

A child is any person below 15 years of age unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply. If, however, the local minimum age is set to 14 years in accordance with exceptions for developing countries, the lower age will apply.

A young person is any person over the age of a child defined above and under the age of 18 years.

We recognise that Child Labour is any work by a child or young person which does not comply with the ILO standards and any work that is likely to be hazardous or to interfere with the child or young persons, health or physical, mental, spiritual, moral or social development.

Monitoring

All suppliers are always obliged to keep the Company informed about all places of production (including subcontractors). Any undisclosed production centre found would be in violation of this code.

Remediations

If child labour is found in the supply chain, the Company 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 interest of children. The supplier and the Company will agree a corrective action plan which may include:

- Collate a list of all potential child labourers and found workers
- Seek advice and help from recognised and local non-government organisations that deal with child labour and welfare of children
- Develop a remediation plan that secures the child's education and protects their economic well-being, in consultation with and respecting the views of the child
- Explain the legal requirements and restrictions on working ages to the child and assure them that, if they wish they will be employed when they reach working age
- Understand the child's desire and explore the opportunities for them to re-enter education
- Whether the child contributes to the livelihoods of their family or they are self-dependent, his or her wage should continue to be paid until they reach working age, or until an alternative long-term solution has been agreed with the child and their family
- Ensure the child has adequate accommodation and living conditions
- Document all actions and develop a process to prevent reoccurrence



Please note that all costs associated with the solution need to be covered by the business supplier and that the supplier will be required to compensate the child's family for lost income.

Board Approval

This Company's Board of Directors has approved and signed this statement and will ensure it is reviewed and updated annually.

Signed 

Date 16.9.20

Signed 

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