

## Child Labour & Young Person Policy

Walker's is committed to preventing child labour in all aspect of our business. This includes our supply chain, ensuring that no products delivered to us are produced by child labour.

### General Principles

We do not accept child labour and actively support the United Nations Convention on the Rights of the Child (1989) which details 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 which states a child is any person below 18 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 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 old.

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 their health or physical, mental, spiritual, moral or social development.

### Monitoring

It is a mandatory requirement for all suppliers to keep us informed about all of their places of production (including subcontractors). If any undisclosed production centres are found, this would be in violation of the policy.

### Remediations

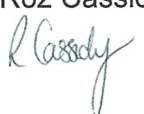
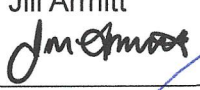

If child labour is found in the supply chain, we will seek to work in partnership with the supplier, and appropriately qualified organisations, to develop a responsible solution that is in the best long-term interest of the children involved. Walker's will agree a corrective action plan with the supplier which may include:

- Collating a list of all potential child labourers and found workers
- Seeking advice and help from recognised and local non-government organisations that deal with child labour and the welfare of children
- Developing 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
- Explaining the legal requirements and restrictions on working ages to the child and assuring them that, if they wish, they will be employed when they reach working age
- Understanding the child's desire and explore the opportunities for them to re-enter education
- Supporting the child in cases where they contribute to the livelihoods of their family or, if 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



- Ensuring the child has adequate accommodation and living conditions
- Documenting all actions and develop a process to prevent reoccurrence

All costs associated with the solution must be covered by the business supplier and the supplier will be required to compensate the child's family for lost income.

Author	Roz Cassidy 
Endorser	Jill Armitt 
Approver	Nicky Walker 
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