

No Child Labour

Policy Statement 2019

Sedalcol UK Ltd endeavours to provide a conducive working environment that is characterized by equality and mutual respect.

Sedalcol UK Ltd Child Labour Policy has been established in order to make Sedalcol UK Ltd 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 sub-contractors.

General Principle

Sedalcol UK Ltd child labour policy is based on the International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973). According to this convention, Child labour means “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

Sedalcol UK Ltd does not employ any person below the age of eighteen years at the workplace. Sedalcol UK Ltd prohibits the use of child labour and forced or compulsory labour at all its productions departments. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

Young Workers

Sedalcol UK Ltd supports the legal employment of young workers.

Young workers of legal working age have, until the age of 18, the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

Sedalcol UK Ltd therefore requires all its suppliers to ensure that young workers are treated according to the law; this includes measures to avoid hazardous jobs, night shifts and ensure minimum wages. Limits for working hours and overtime should be set with special consideration to the workers’ young age.

In the conduct of its business, Sedalcol UK Ltd:

- Will not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation;
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;
- Is against all forms of exploitation of children;
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these principles become known to Sedalcol UK Ltd and not be remediated, we will take serious action, including discontinuation of the business relationship;
- It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all Sedalcol UK Ltd.