

## Child Labour Remediation Policy

Verna Group International operates to high ethical standards. To demonstrate this, the company is independently audited in compliance with the Ethical Trading Initiative (ETI) Base Code. This is a nine point, internationally recognized code of labour practice. The audits also encompass raw material suppliers, requiring compliance with the code in the context of local employment legislation. Verna Group International personnel visit raw material suppliers at defined intervals to carry out audits and ensure continued compliance with the code.

### Section 4 of the ETI Base Code States:

#### CHILD LABOUR SHALL NOT BE USED

- There shall be no new recruitment of child labour
- Companies shall develop or participate in and contribute to policies and programs which provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child.
- Children and young persons under 18 shall not be employed at night or in hazardous conditions
- These policies and provisions shall conform to the provisions of the relevant ILO standards

If child workers are found within the Verna Group International Supply Chain the following steps shall be taken:

- Discuss and work with the supplier and the Local Authority on a suitable solution that will benefit the long-term interests of the child.
- Work with the Local Authority to contact the child and their family to discuss the situation and understand the needs of the family and child.
- Verna Group International shall assist the Local Authority in the enrolment of the child in local schooling and assist with monitoring the attendance of the child at school, other children in the family will also be offered assisted enrolment.
- Where an adult within the family is available Verna Group International shall work with Suppliers to offer the role in work to replace the child to ensure the family maintain a suitable income.
- Where a young person is found to be working during nights or in hazardous positions Verna Group International will work with the Supplier to move the young person to a different role within the company which is not hazardous at equal pay as a minimum.



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