

## Young Worker and Child Labour Policy



### Policy statement

Scotbeef Ltd requires everyone employed by or working with us, and particularly organisations involved in the manufacture or supply of goods to us, collectively known as suppliers, to understand the steps we take and 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.

We define a 'young worker' as someone above the legal school leaving age but under the age of 18 who is legally entitled to work and a 'child worker' as someone under the age of 16 who is legally entitled to work. We support the employment of young workers within our supply chain, provided that adequate precautions are put in place for their protection. We do not accept children being involved in the manufacture or supply of goods to Scotbeef Ltd. Children who are made to work, or who choose to work, with the exception of short-term work experience *while still at school*, are deprived of their rights to a childhood and education and are at risk of endangering their physical, mental and social well-being.

We expect suppliers to monitor their own supply chains and to contact us immediately if they have any concerns regarding young workers or children. In return, if they identify instances of child labour, we commit to supporting and working with suppliers to develop responsible solutions that are in the best interests of the children. We take responsibility for communicating this policy to our suppliers who, in turn, are responsible for its implementation and for making us aware of any issues.

### Protecting young workers

At Scotbeef Limited and in our supply chain, we support the employment of young workers between the minimum age of employment and 18 years old, *provided* there are adequate precautions to protect them. We will not employ ourselves or permit our suppliers to employ young workers:

- at night,
- for more than 8 hours in a day or 40 hours in a week or
- to carry out any form of hazardous work.

At Scotbeef Ltd, we support formal work-based training programmes that enable young people to learn new skills. We insist any such programme in which we participate must aim to develop the young workers' skills and experience and we pay them at least the relevant minimum wage while they are employed or in formal training with us.

## Remediation Policy

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Scotbeef Ltd shall develop or participate in and contribute to policies and programmes 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; or adult in enforced to enable him or her to find and remain in free labour.