

AARK DISPLAY LIMITED

CHILD LABOUR AND FORCED LABOUR POLICY

The Aark Display Child Labour and Forced Labour Policy unconditionally prohibits and condemns both child labour and forced labour. The following policy outlines definitions, principles, and implementation.

DISTINCTION BETWEEN CHILD LABOUR AND YOUNG WORKERS

In keeping with recognised standards (ILO), Aark Display Ltd makes a distinction between child labour and young workers. Aark Display will not tolerate the use of child labour or exploitation of children under any circumstances.

1. CHILD LABOUR DEFINITION

The definition of child labour adopted by Aark Display is based upon internationally recognised standards. Accordingly, child labour is work that deprives children of their childhood and causes harm to their physical and mental development and well being..

GENERAL PRINCIPLE

Aark Display does not accept child labour. Aark Display supports the United Nations (U.N.) Convention on the Rights of the Child (1989).

In addition, this policy is based on the International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973).

Aark Display will not employ children, or work with any organisation employing children in any context that falls into the definition as stipulated in the ILO convention, notwithstanding any national or local regulation.

IMPLEMENTATION

Aark Display recognise the U.N. Convention on the Rights of the Child, and comply with all relevant national and international laws, regulations, and provisions.

Aark Display accept responsibility for setting standards across its own organisation and supply chain. Aark Display prohibit child labour and provide information on minimum criteria for employment. In the event of any failure to comply the situation be remedied immediately.

Reliable control mechanisms including rigorous checks, are implemented at every level of recruitment to prevent child labour.

It is a mandatory requirement to verify the age of applicants for employment by requiring presentation of valid identification issued by an official authority prior to employment.

2. YOUNG WORKER DEFINITION

In keeping with the understanding of the ILO, Aark Display defines young workers as those who have completed their compulsory education and are at least 15 but not yet 18 years of age. Employment of young workers is permitted only in compliance with the provisions of national law and international standards.

GENERAL PRINCIPLE

For Aark Display the employment of young workers is permissible only if their specific needs are considered and appropriate measures adopted to meet such needs.

IMPLEMENTATION

Aark Display ensure that young workers are treated according to the law; this includes measures to avoid hazardous jobs, night shifts and ensure minimum wages. Limits to working hours and overtime should be set with special consideration to the workers' young age.

Aark Display comply with all other child labour laws, including those related to: wages, hours worked, overtime and working conditions.

3. FORCED LABOUR

DEFINITION

The definition of Forced labour as adopted by Aark Display in line with ILO Convention No. 29 as any work or service performed involuntarily under threat of penalty.

GENERAL PRINCIPLE

Aark Display will not tolerate or condone any form of forced labour, modern slavery or human trafficking (hereinafter referred to as "forced labour").

The freedom of employees may not be restricted and must be ensured at all times.

Aark Display are firmly against all forms of forced labour and corporate responsibility is a priority to the business.

IMPLEMENTATION

Attention is paid across the business to recognise forced labour and related practices. This enables employees to recognise and report violations.

SUMMARY

Aark Display has a duty of care to colleagues and supply chain to implement all outlined measures.

Point of Contact in the Case of Violation – HR@aarkdisplay.co.uk

Signature: _____

Name: _____

Date: _____

Policy Reviewed 02/04/25

Next Review April 2027