



AURELIA® GLOVES

A SUPERMAX HEALTHCARE BRAND

Child Labour Policy

At Supermax Healthcare Ltd, we believe that Child Labour has no place in our supply chain. Our human rights strategy includes action in our own workplaces, first-tier supplier workplaces and the extended supply chain. Child and forced labour are problems which exist throughout the world.

As a global employer and purchaser of services and goods, Supermax has an important role to play in these issues. Furthermore, Supermax Healthcare Ltd as a UK based subsidiary of Supermax, take our role extremely seriously.

WHY SUPERMAX HEALTHCARE Ltd HAS A CHILD LABOUR POLICY

This policy stresses that child Labour is not accepted, and serves to clearly outline the expectations SUPERMAX HEALTHCARE LTD has on its business partners and suppliers if child Labour is suspected or detected as well as what measures then are required of the business partner.

WHO IS A CHILD

We acknowledge that according to the UN Convention on the Rights of the Child, a person is a child until the age of 18. We recognize the rights of every child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

Child Labour and young workers ILO Conventions 138 and 182, ILO recommendation 146 and 190 United Nations Convention on the Rights of the Child, The Children's Rights and Business Principles Fundamental: Child Labour is not accepted. No persons shall be employed at an age younger than 15 (or 14 where ILO Convention 138 makes an exception) or younger than the legal age for employment if this is higher than 15.

For purposes of these Principles, a "child" is anyone who is 15 years of age or less. A "Young Person" is anyone from the ages of 16 to 18 Years of age.

YOUNG PERSONS

All legal limitations regarding employment of persons below the age of 18 shall be followed. They should be protected from any hazardous work, night shift and any kind of work that might hamper their development or impose any physical harm.

In the case of hazardous work, Supermax Healthcare expects our suppliers to have a policy that any person under the age of 18 must not be employed.

DUTY OF CARE

Necessary measures shall be taken to prevent that no one under the legal age of employment is recruited. The employer shall develop, or participate in, and contribute to policies and programs which provide transition of any child found to be performing work in the workplace to enable her or him to attend and remain in quality education until no longer a child. The best interest of the child should be applied in consultation with the child's parents and/or guardian.



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WHAT IS EXPECTED OF SUPPLIERS & BUSINESS PARTNERS

- Suppliers & Business partners are required to have systems in place to ensure that child Labour is not employed directly by the Supplier or business partner or by any partner/sub-contractor employed by that company.
- If child Labour is confirmed in a business partner's operations (directly or via partner/sub-contractor), we request the business partner to ensure that measures are taken in the best interest of the child. In cooperation with the child's family, employer and other relevant parties, the business partner is required to seek a satisfactory solution, taking into consideration the child's age, social situation, education etc. The solution should always aim to improve, not worsen, the child's situation and shall be maintained for the child until the child reaches legal age of working.
- Any cost related to the solution need to be covered by the Supplier or Business Partner and the business partner is also required to compensate the child's family for lost income; as a minimum the prevailing minimum wage.

INTERNATIONALLY OUTLAWED

According to the International Labour Organisations Worst forms of Child Labour Convention (1999), all forms of slavery including the sale and trafficking of children for the use in compulsory, forced or bonded labour, conflict, debt bondage or serfdom shall be prohibited.

Furthermore, the procurement of children for illicit activities including prostitution, pornography, drug trafficking, or work by its nature is dangerous to health, safety and morals of children is also banned.

Supermax Healthcare Ltd position on this is that all of the above activities are abhorrent and quite justifiably outlawed. Supermax Healthcare Ltd view any breaches of such laws and regulations as an extremely serious breach.

- SUPERMAX HEALTHCARE LTD reserves the right to take corrective actions, which could lead ultimately to termination of any contracted business with Suppliers & Business Partners that violate this policy.