

Child Labour Policy

Soltrim International (Pvt) Ltd acknowledges the fact that child labor occurs in many countries. However, Soltrim International (Pvt) Ltd does not accept child labor, and works actively against it. The complexity of the child labor issue requires a consistent, long-term effort to create sustainable and broad-based solutions in order to reach our goal; that no products delivered are produced by child labor.

Soltrim International (Pvt) Ltd respects different cultures and values in countries where Soltrim International (Pvt) Ltd operates and sources its products, but does not compromise on the basic requirements regarding the Rights of the Child.

As per the,

- **ILO standard.**
- **National Child Protection Authority Act, No. 50 of 1998.**
- **Children and Young Persons Ordinance (YCPO) of unicef.**

Soltrim do not employ any child labor in its organization. The company's permissible age for any labor is over and above 16 years and do not employ any one below the age of 16 years and the same is substantiated with documentary evidence like Voter ID card, School Leaving Certificate, Birth certificate, Hospital Certificate or a notarized affidavit by first class magistrate of any court.

Soltrim International (Pvt) Ltd Child Labor Policy has been established in order to make Soltrim International (Pvt) 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.

1. General Principle

We do not accept child labor.

We support the United Nations (U.N.) Convention on the Rights of the Child (1989) & Children and Young Persons Ordinance (YCPO).

Our child labor policy is based on this Convention, which stipulates:

- "All actions concerning the child shall take full account of his or her best interests." Article 3.
- "The right of the 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". Article 32.1.

In addition, this policy is based on the International Labor Organization (ILO) Minimum Age Convention no. 138 (1973). According to this convention, the word "Child" is defined as any person below fifteen (15) years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in

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which case the higher age would apply. If, however, the local minimum working age is set at fourteen (16) years of age in accordance with exceptions for developing countries, the lower age will apply.

This Policy also incorporates the ILO Convention on the Worst Forms of Child Labor no. 182 (1999).

2. Implementation

All actions to avoid child labor shall be implemented by taking the child's best interests into account. Soltrim International (Pvt) Ltd requires that all suppliers shall recognize the U.N. Convention on the Rights of the Child, and that the suppliers comply with all relevant national and international laws, regulations and provisions applicable in the country of production.

If child labor is found in any place of production, Soltrim International (Pvt) Ltd will require the supplier to implement a corrective action plan. If corrective action is not implemented within the agreed time-frame, or if repeated violations occur, Soltrim International (Pvt) Ltd will **terminate all business with the supplier concerned**. The corrective action plan shall take the child's best interests into consideration, i.e. family and social situation and level of education. Care shall be taken not merely to move child labor from one supplier's workplace to another, but to enable more viable and sustainable alternatives for the child's development.

The supplier shall effectively communicate to all its own co-workers, the content of Soltrim International (Pvt) Ltd Child Labor Policy, and ensure that all measures required are implemented accordingly.

3. Young Workers

Soltrim International (Pvt) 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 jeopardize their health, safety or morals.

Soltrim International (Pvt) 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.

4. Labor force register

The supplier shall maintain documentation for every worker verifying the worker's date of birth. In countries where such official documents are not available, the supplier must use appropriate assessment methods as per local practice and law.

5. Monitoring

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All suppliers are obliged to keep Soltrim International (Pvt) Ltd informed always about all places of production (including their sub-contractors). Any undisclosed production centers found would constitute a violation of this code of conduct.

Through the General Purchasing Conditions for the supply of products to Soltrim International (Pvt) Ltd, Soltrim International has reserved the right to make unannounced visits at any time to all places of production (including their sub-contractors) for goods intended for supply to Soltrim International (Pvt) Ltd. Soltrim International (Pvt) Ltd furthermore reserves the right to assign, at its sole discretion, an independent third party to conduct inspections in order to ensure compliance with Soltrim International (Pvt) Ltd Child Labor policy.

6 Remediation

When hiring an employee to the Soltrim International (Pvt) Ltd,

- Verify the age on the production of the original Birth certificate issued by the register births & deaths.
- The identity of the applicants is crosschecked against the birth certificate by checking the national identity cards on which the date of birth, full name and a photograph of the applicants are affixed.
- Mostly the school leavers are recruited after producing the leaving certificate issued by the school. After checking the authenticity of the documents which are Voter ID card, School Leaving Certificate, Birth certificate, Hospital Certificate or a notarized affidavit by first class magistrate of any court.
- Should verify through the physical appearance
- For those who are in between 16-18 of age following steps should be taken in the employment.
 - Over time should restricted to 50 hours per month.
 - Employees are not engage in night work.
 - Special register is maintained for them.
 - Special identity badge should be given.
 - They should be given 1.00 O'clock off on every Saturday.
 - They cannot work in packing, loading, unloading, and as cutters or printers.

If child labor is found in the supply chains of Soltrim International (Pvt) Ltd, it will seek to work in partnership with the supplier and appropriately qualified organizations to develop a responsible solution that is in the best long-term interests of the children. The supplier and Soltrim International (Pvt) Ltd will agree a corrective action plan, which may comprise the following actions:

- Collate a list of all potential child laborers and young workers
- Seek advice and help from a recognized local non-governmental organization that deals with child labor or the welfare of children.

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- Develop a remediation plan that secures the children’s education and protects their economic well-being, in consultation with Soltrim International (Pvt) Ltd and where possible a local NGO, and in consultation with and respecting the views of the child.
- Explain the legal requirements and restrictions on working ages to the children and assure them that, if they wish, they will be employed when they reach working age.
- Understand the children’s desires and explore the opportunities for them to re-enter education.
- Whether the child contributes to the livelihoods of their family or they are self-dependent, his or her wage should continue be paid until they reach working age, or until an alternative long-term solution has been agreed with the child and their family (for example employment of an unemployed adult family member in place of the child laborer).
- Ensure that the child worker has adequate accommodation and living conditions.
- Document all actions
- Develop processes to prevent recurrence
- Do not:
 - Expel any of the suspected or confirmed child laborers and/or young workers
 - Threaten the children or their families or hamper the progress of investigation and remediation
 - Conceal or falsify any documentation

Such actions will be considered by Soltrim International (Pvt) Ltd as evidence that the supplier is not committed to child labor remediation, in breach of this Child Labor Policy.

Endorsed by,

Suren Abesekara
Chief Executive Officer (CEO)

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