

Child Labour, Remediation and Young Worker Policy

As stated in our Ethical Business Policy, Amtico supports the Ethical Trade Initiative (ETI) Base Code and the United Nations and International Labour Organisation (ILO) conventions on the rights of children. The prevention of child labour is a fundamental component of Amtico's approach to ethical business, human rights, and the prevention of modern slavery.

This policy applies to all colleagues and workers, including employees, apprentices, agency workers, contractors, and, where relevant, workers within Amtico's supply chains. Amtico expects all suppliers and business partners to adhere to the principles set out in this policy, consistent with our Modern Slavery, Ethical Business, and Supplier Code of Conduct commitments.

What is child labour?

Universally agreed and legally binding rights are enshrined in the United Nations Convention on the Rights of the Child (1980). The Convention defines a child as everyone under 18 years of age. Children have the right to be protected from harm, have a right to an education and should attend school before they start working. There are clear internationally binding standards about the type of work children can do and their working hours are limited.

Amtico's responsibilities

The Board of Directors and Senior Managers have overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under our control comply with it.

The HR Director has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it and auditing internal control systems and procedures to ensure they are effective in countering Child Labour

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of Child Labour in supply chains.

At the time of recruitment, Amtico will ask for proof of applicant's age. Amtico will hold on a successful applicant's personal file their date of employment, date of birth, department, job title, line manager's name and work patten. Employment agencies will be instructed to follow Amtico's standard on the minimum age of recruitment.

Amtico prohibits the employment of children. Where young workers aged 16 or 17 are employed, this will only be in roles that are safe, age-appropriate, and do not interfere with compulsory education or training requirements.

Young workers will not be employed in hazardous conditions, night work, manufacturing, production, or logistics roles, except where permitted under properly supervised and registered apprenticeship or training schemes. Working hours, rest breaks, supervision, health and safety protections, and pay will comply with UK legislation.

Young people under the age of eighteen shall not be employed at night or in hazardous conditions.

Amtico supports formal work-based training apprenticeship programs that enable 'Young Workers' to learn new skills. These programmes will be aimed at developing 'Young Workers' skills and experience. All apprenticeships will be properly registered and supervised,

Young workers and apprentices will be paid at least the applicable National Minimum Wage for every hour worked, including any training time. Employment terms will be fair, transparent, and designed to support learning, development, and wellbeing.

Raising Concerns and Protection from Retaliation

The prevention, detection, and reporting of child labour is the responsibility of everyone working for or on behalf of Amtico. Anyone who believes or suspects that child labour may be occurring within our operations or supply chains is encouraged to raise a concern as early as possible.

Concerns may be raised with a line manager, the HR Director, or via the confidential reporting routes set out in the Speaking Up Policy, including the independent NAVEX helpline 0800 086 9260 and web portal. amtico.ethicspoint.com.

Amtico will support anyone who raises a genuinely held concern in the public interest, even if the concern later proves to be unfounded. No individual will suffer dismissal, detriment, discrimination, intimidation, or retaliation of any kind as a result of raising a concern. Retaliation will be treated as a disciplinary matter.

Child Labour Remediation Programme

Our zero-tolerance approach to Child Labour must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Where child labour is identified within Amtico's operations or supply chains, Amtico will take immediate action to protect the health, safety and wellbeing of the child. Immediate steps will include ensuring the child is safely removed from work, provided with appropriate support, and that relevant internal stakeholders are notified. Any child found to be working will be removed from the workplace in a controlled and appropriate manner that avoids causing further harm.

Amtico is committed to implementing responsible remediation in line with International Labour Organisation (ILO) guidance, including ILO Conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labour), and the best interests of the child. The remediation approach will take into account the views and needs of the child and, where appropriate, their family or guardians. A remediation plan will be developed, which may include facilitating access to education, training or other appropriate support, and, where appropriate, the provision of transitional financial assistance.

Where child labour is identified within the supply chain, the relevant supplier, contractor or labour provider will be required to take corrective action in accordance with this policy. Suppliers must fully cooperate with any investigation and remediation process and are expected to bear the cost of remediation where applicable. This will include agreed remediation for the affected individual and implementation of measures to prevent recurrence. Responsibilities for remediation and reimbursement of any associated costs will be clearly defined.

Suppliers and sites must not dismiss, conceal or otherwise disadvantage any child or young worker identified, nor falsify records or obstruct remediation activities.

All instances of child labour will be investigated to identify root causes. Appropriate corrective and preventative actions will be implemented, including strengthening recruitment, due diligence and supplier management processes. Remediation cases will be subject to ongoing monitoring to ensure the welfare of the child and the effectiveness of the agreed actions. Records of all cases and remediation actions will be maintained and monitored to ensure effective resolution and ongoing compliance.

Amtico recognises that children, young workers, migrant workers, and agency workers may face additional barriers to raising concerns. Reasonable adjustments will be made to ensure concerns can be raised safely, confidentially, and accessibly.