



A Family Business
Since 1972

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Child Labour Policy

Policy brief & purpose

Our child labour policy is our position on employing minors and aims to ensure that our company and everyone we're connected with follows the law and cares for children's interests.

International, local and government child labour laws are stricter today than they were years ago. But millions of children are still forced to work in bad conditions all around the world, even in developed countries.

As an organisation, we want to do business in a legal, ethical manner adding value to society and the environment instead of doing harm. Helping stop child labour is fundamental to us. We want to make sure that our organisation doesn't take part in children's exploitation and also helps end it to the best of our ability.

Scope

This policy applies to our entire organisation and those we do business or partner with including suppliers, vendors and contractors.

The [International Labour Organization \(ILO\)](#) and the [U.N Convention on the Rights of the Child](#) guide our policy on child labour. When it comes to legal aspects, we always:

- Follow the stricter law if more than one laws apply (e.g. council and government, local and international).
- Require suppliers, partners and vendors to follow the stricter applicable laws and recognise children's rights. They must also require their own suppliers, subcontractors and stakeholders to do the same.

In this policy, we refer to "children" as people who are younger than 18 years of age. "Young children" are people younger than 15.

"Child labour" refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity. It's work that's harmful to them mentally, physically and socially.

Policy elements

Young children

When it comes to young children (younger than 16), we don't want to stand in the way of their health, schooling or free time. That's why we don't and won't employ anyone younger than 16 years of age and require our subsidiaries to do the same, regardless of the country they're in.

We're also committed not to do business with any organisation that employs children younger than 16. We reserve the right to break any contract without penalty if our stakeholder violates this condition and refuses to agree on or follow through with an elimination plan.

Older children

When it comes to employing children who are older than 16, we'll always follow the local and international laws. As a general rule, these children can have a job, but they should never do work that jeopardises their health and safety or affects their schooling and development.

With this rule in mind, we may employ children of 16 or older for light work. They will not use any heavy or dangerous equipment, chemicals or vehicles when working.

We'll determine their work hours and wage based on applicable laws. We won't employ children for more than the maximum weekly or daily hours allowed. Currently in the during school holidays 15 to 16-year-olds can only work a maximum of **35 hours a week**. This includes: A maximum of 8 hours on weekdays and Saturdays. A maximum of 2 hours on Sunday. These are mandatory conditions when forming partnerships or other business relationships. We'll refuse to do business with anyone who employs children of any age in hazardous or exhausting jobs or doesn't follow applicable laws on working hours or pay. We also expect them to communicate and enforce the no child labour policy to their own contractors.

Actions and Implementation

To make sure we enforce this policy and help eliminate child labour, we're committed to:

- Working with governments and other organisations to end child labour.
- Educating our staff on youth work laws and show them how to report child labour if they see or suspect it.
- Requiring hiring managers and HR to avoid hiring minors under the legal age for working. We also expect them to know and follow this policy and laws on wages and hours for older children.
- Keeping and validating documentation verifying our employees' age after they're hired. If we discover that we've hired a minor under the age of 18, we'll review applicable laws and adjust working hours accordingly.
- Communicating our no child labour policy to organisations we're connected with and ensure our contracts have the right stipulations.
- Auditing suppliers and partners (especially those in [industries with high child labour risk](#)) periodically to ensure they aren't involved in child labour, possibly with unannounced onsite visits too. We'll require them to provide us with an updated list of all their business locations at all times. If we discover hidden business sites that employ children, we'll dissolve our contract immediately.
- Demanding and monitoring an elimination plan in cases where suppliers discover child labour in their business. We'll also work together with the stakeholder to create plans to support children, keeping their best interests in mind, and make efforts to involve them and their families in the process.
- Employing or consulting with experts on topics like child labour, health and safety standards or corporate social responsibility.

Children's welfare is everyone's business

We want to grow and thrive as a business, but we're also committed to do good by the community in which we belong. We ask all of our employees and partners to follow this policy, not just because we demand it as an organisation, but because securing a bright future for children is everyone's duty.

22 December 2019