



Child Labour Policy

euromic's child labour policy is our position on employing minors, and aims to ensure that our association and its members follow the law and cares for children's interests.

As an organization, 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 also want to make sure that our association and its members don't take part in children's exploitation and help end it to the best of our ability.

This policy applies to our association 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:

- Require suppliers, partners and vendors to follow the stricter applicable laws and recognize 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 14. "Child labour" refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity - work that is harmful to them mentally, physically and socially.

Policy elements

Young children

When it comes to young children, 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.

We'll reserve the right to break the contract without penalty if our stakeholder violates this condition and refuses to agree on or follow through with an elimination plan.

Parental employment.

We might occasionally do business with family-owned businesses. Those businesses are usually allowed to employ the owner's young children as long as the work isn't too hazardous (e.g. mining, manufacturing). We accept this regulation, but we'll still dissolve our contract if it comes to our attention that these children are exposed to danger or are working consistently during school hours.



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 jeopardizes their health and safety or affects their schooling and development.

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 and our members are committed to:

- Working with governments and other organizations to end child labour.
- Sponsor or organize actions to educate communities, build schools or find ways to ensure children won't be forced to work to support their families.
- Educating staff on youth work laws and show them how to report child labour if they see or suspect it.
- Communicating a no child labour policy to companies we're connected with and ensure our contracts have the right stipulations.
- 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 an association, but we're also committed to do good by the community we belong in. We ask all of our members and partners to follow this policy, not just because we demand it as an organization, but because securing a bright future for children is everyone's duty.