

# Child Labor & Remediation Plan



## Introduction

This policy is to protect the child labor and ensuring compliance with the government and International Labor Organization's Conventions (ILO).

This policy applies to:

- All Divisions and units within the Norex.
- All our supplier as a condition of business.

## Definition:

**Child-** A "Child Worker" is defined as someone who has not reached their 18th birthday.

**Child Labor** – Is often defined as work that deprives children of their childhood, their potential, and their dignity, and that is harmful to their social, physical and mental development. This refers to work that is mentally, physically, socially, or morally dangerous and harmful to children, and interferes with their schooling.

**Hazardous Work** - Any work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety, or morals of children. This includes working with chemicals. Machinery or electrics working in confined spaces, at height or in excessively hot or cold conditions; being exposed to dust, fumes, or loud noise; lifting or carrying heavy loads; working overtime or working at night.

**Young Worker** - A young person who is legally entitled to work i.e., above the minimum age of employment of 15 and below the age of 18 but Norex is not hiring the young workers.

## Policy Scope

- We are committed to protecting the rights of every child and remedying any instances of child labor.
- We will not engage in or tolerate the unlawful employment or exploitation of children in the workplace or the use of forced labor in our own operations or supply chain.
- No child is to be employed or engaged in the production of our products or the supply of materials or services to us.



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## ➤ Rights of the Child

Right to Repatriation and reunification with family.

### **Principle of Non-discrimination**

The child victim will be protected, and all her/ his rights guaranteed without any discrimination based on her nationality, race, gender, or any other protected characteristics.

### **Best Interests of the Child**

Best interests of the child is the primary consideration in determining short and long -term solutions for the child. Throughout the withdrawal, rescue, rehabilitation and repatriation work the best interest of the child will have to be ensured. In determining the best interest of the child, it is necessary to explain the different available options to the child emphasizing which of the options are possible (right to information) and to allow the child to express his/ her opinion and participate in decision making in all matters affecting the child to ensure that the chosen option does not put the child in any danger or exploitation and that the option brings about a positive change in the life of the child in terms of better protection, access to financial means, and building agency.

### **Right to Information**

To allow for a well-informed expression of views and wishes, it is imperative that the child is provided with all relevant information concerning his/her situation, protection mechanisms, entitlements, and services available including means of communication, return to the family/repatriation and the situation in their native place/ state/ country of origin. Such information must be provided in a manner that is appropriate to the maturity and level of understanding of each child. Wherever necessary, interpreters should be made available at all stages of the procedure, arrangements made to answer any questions or clear doubts that the child victim may have.

### **Right to Protection**

The child will be protected according to her specific rights and needs throughout the repatriation process. The child shall be provided with necessary protection and assistance and ensure her safety by the state.

### **Right to Privacy**

Information about a child victim that could endanger the child or the child's family members shall not be disclosed in any case that may jeopardize the child's safety or well-being.



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## Presumption of Age

Where the age of a person is uncertain and there are reasons to believe that the individual is a child; in that case the said person will be treated as a child while procedures for assessing the person's age through other means are pursued.

## Protecting young workers

At Norex and in our supply chain, we support the employment of young workers between the minimum age of employment and 18 years old, provided there are adequate precautions to protect them. We will not employ ourselves or permit our suppliers to employ young workers:

- At night,
- For more than 8 hours in a day or 40 hours in a week or
- To carry out any form of hazardous work.

At Norex Flavours Pvt. Ltd, we support formal work-based training programmes that enable young people to learn new skills. We insist any such program in which we participate must aim to develop the young workers' skills and experience and we pay them at least the relevant minimum wage while they are employed or in formal training with us.

## Child Labor and Remediation Process

If it is suspected that an underage worker is employed at any of our sites or in the supply chain, then immediate steps should be taken to verify the age of the individual against official documentary evidence. If an underage worker/s is found working, it is necessary to:

- Act quickly and appropriately by removing the worker from the work area to ensure their safety.
- Record the names, ages and contact details of the workers concerned.
- Explain the legal requirements and restrictions on working ages to the child clearly and carry out an age verification check.
- Consult with child focused organizations (NGOs) and local authorities regarding any child allegedly or confirmed to be involved in child labor.
- Terminate the employment relationship.



# **Child Labor & Remediation Plan**



- Treat each situation of child labor on a case-by-case basis to ensure the best interest of the child considering their specific needs and aspiration when drawing up the remediation program.
- The program is to include:
- Assisting them to find a school and support them financially through their education (vocational training or formal education).

Compensating the child's family for at least the wage they were earning. These wages will be paid monthly (not as a lump sum) until the child has reached the legal minimum age for working.

- At the end of the period of education guaranteeing paid employment to the child worker at the same level in which they were previously employed if they wish to return.
- Agreed monitoring period by Norex.
- A full investigation should be carried out to identify how this has happened and action taken to prevent reoccurrence.

## **Further Action**

- We reserve the right to discontinue the business relationship with any Supplier if they deliberately breach this policy or fail to demonstrate action towards an agreed remediation program.
- We will regularly review and audit our own recruitment procedures to ensure compliance and reserve the right to carry out audits of our supply chain.

**Vaibhav Agrawal**

**Managing Director**

# Child Labor & Remediation Plan



**NOREX Flavours Pvt. Ltd.**

**Child Labor and Remediation Policy compliance confirmation for suppliers**

**Company Name:** .....

We acknowledge receipt of the following document:

We hereby confirm that we have read, understand, and agree to comply with the above policy and that we fully understand Belfield Furnishings commitment to protecting the rights of Young Workers and the prevention of Child labor and our own obligations as a supplier to Norex Flavours Pvt. Ltd.

In addition, we agree if requested to the verification of compliance by appointed representative from Belfield

Furnishings Group.

Signed by:

.....

Name (Print):

.....

Date:

.....

Company Stamp:

Norex Flavours Pvt. Ltd. Child Labor acknowledgement.