

# PADMA

## Child Labor Policy

**Version:** 1.02

**Issued:** 03.08.2023

**Owner:** Padma Textiles Sustainability Department

**Scope:** This policy applies to all Padma Textiles employees and suppliers.

**Purpose:** Padma Textiles is committed to respecting and supporting children's rights. We believe that child labour is harmful to children and deprives them of their right to education. This policy prohibits the employment of children under the age of 15. And ensures that all young workers in our supply chain are treated fairly and in accordance with international labour standards, including the ILO Conventions No. 138 (Minimum Age) and No. 182 (Worst Forms of Child Labor).

"The employment of children under the age of 15 is prohibited in all but the lightest work. The minimum age for hazardous work is 18." - ILO Convention No. 138

"The worst forms of child labour are those that are inherently harmful to children's physical and mental development. These include slavery, forced labour, debt bondage, child prostitution and pornography, the use of children in armed conflict, and work that is likely to harm the health, safety or morals of children." - ILO Convention No. 182

Padma Textiles is committed to ensuring that no children are exploited in its operations or in its supply chain. We believe that all children have the right to a safe and healthy childhood, and we will continue to work to ensure that this right is upheld.

### Definitions

- **Child labour:** The employment of children under the age of 15, or under the age of 18 in the case of hazardous work.
- **Young worker:** A young person who is above the minimum legal age requirement and below the age of 18.

# PADMA

- Hazardous work: Work that is likely to harm the health, safety, or development of a child.

The maximum permitted hours of work for young workers are as follows:

- Age 15/16 to 18: 8 hours a day and 40 hours a week.
- Young workers are not permitted to work at night
- We will ensure that young workers are not exposed to hazardous work. This includes work that is physically demanding, dangerous, or that involves exposure to hazardous substances.
- We will also provide young workers with adequate training and supervision to ensure that they are safe at work.

## Our Commitment

- Padma Textiles prohibits the employment of children under the age of 15 in any of its operations or in its supply chain.
- Padma Textiles is committed to providing safe and healthy working conditions for all children working in its supply chain.
- Padma Textiles will conduct annual audits of its supply chain to ensure compliance with this policy.
- Padma Textiles will take corrective action to address any instances of non-compliance.

## Implementation

- Padma Textiles employees and suppliers are responsible for complying with this policy.
- Padma Textiles will provide its employees and suppliers with the resources they need to comply with this policy.
- Padma Textiles will work with its suppliers to ensure that they comply with this policy.

## Additional Details

- Padma Textiles will provide training to all employees on the prevention of child labour. This training will cover the definition of child labour, the types of work that are prohibited for children, and the reporting process.

# PADMA

- Padma Textiles will work with its suppliers and partners to ensure that they are also committed to preventing child labour. This will include providing them with the Padma Textile Child Labor Policy and training them on its implementation.
- Padma Textiles will establish a process for reporting suspected cases of child labour. This process will be easy to use and accessible to all employees.
- Padma Textiles will investigate all reports of child labour promptly and thoroughly. If a case of child labour is found, Padma Textile will take appropriate disciplinary action against the individuals involved.