

Child Labour Policy

9th June 2025

Issue #1

Kings Road, Kings Heath,
Birmingham B14 6TN.

t: 0121 444 6060

f: 0121 441 1446

e: sales@castlecartons.co.uk

w: www.castlecartons.co.uk

1. Purpose

This policy outlines Castle Cartons Limited's commitment to preventing child labour in all our operations and supply chains.

2. Scope

This policy applies to all employees, contractors, suppliers, and all other stakeholders involved in our operations. This would include all forestry, processing, and administrative activities.

3. Policy Statement

We strictly prohibit the use of child labour. We are committed to ensuring that no person under the minimum legal working age is employed in any capacity.

4. Definitions

- Child: Any person under the age of 15, or 14 where national law permits, in accordance with International Labour Organization Convention 138.
- Young Worker: A person between the minimum working age and 18 years old.

5. Policy Requirements

5.1 Prohibition of Child Labour

- No child under the minimum legal age shall be employed.
- Age verification procedures must be in place during recruitment.

5.2 Protection of Young Workers

- Young workers (15–17) may be employed only in non-hazardous work.
- Their work must not interfere with schooling or vocational training.
- Working hours must comply with national laws and not exceed 8 hours per day.

5.3 Remediation Procedures

If child labour is identified:

- The child will be immediately removed from the work environment.
- The organization will support the child's access to education.
- A corrective action plan will be implemented to prevent recurrence.

5.4 Monitoring and Compliance

- Regular internal audits will be conducted.
- Suppliers and contractors must sign a declaration of compliance.
- Violations may result in termination of contracts.

6. Communication and Training

- This policy will be communicated to all employees and stakeholders.
- Training will be provided to HR and management on child labour risks and prevention.

7. Review and Updates

This policy will be reviewed annually and updated as necessary to reflect changes in legislation.

If you require any further information, please do not hesitate to contact us.

Yours sincerely

James Green
Managing Director