

Child Labour Policy & Young Person Statement

Surecall Recruitment acknowledges the fact that child labour occurs in many countries. However, Surecall Recruitment does not accept child labour. We only engage with workers who are aged 17 and above.

Surecall Recruitment are a specialist driving agency and due to our insurance restrictions, we can only place workers into driving jobs who are over the age of 21. Therefore there are occupational age restrictions which we must adhere to for our core business.

However when placing workers into warehouse or drivers mates jobs due to the physical nature of the work we only consider workers who are aged 17 or above.

Therefore our “Young Person Policy” statement is as below:

Surecall Recruitment understand that when supply “Young Workers” it must be under the following criteria:

- Working under a contract of employment (not a worker contract), or as a self-employed person, or otherwise than for reward (i.e. as unpaid volunteer, or in an office holder position (e.g. as a company director)
- For at least 20 hours per week, (not including time when they are participating in actual guided learning)
- Under a contract or arrangement which is or is expected to be, of at least 8 weeks’ duration.

When we supply/introduce 17-year olds into work, we check beforehand to see whether they are currently engaged under some form of education/training.

If we do supply a young person into work, we always comply with the following limitations

- A maximum 40 hour working weeks
- At least 12 hours of uninterrupted rest within any 24 hour period in which they work
- A rest break of at least 30 minutes if a shift will last longer than 4 and a half hours
- At least 48 hours of rest each week – uninterrupted.

Surecall Recruitment respects different cultures and values but does not compromise on the basic requirements regarding our Child Labour Policy.

Surecall Recruitment Child Labour Policy has been established in order to make Surecall Recruitment position clear to all parties. Our staff are all fully training on our policy and this policy is clearly displayed within our place of work. The requirements in this code of conduct are mandatory to all our staff.

1. General Principle

Surecall Recruitment does not accept child labour. We only engage with workers who are aged 17 and above.

2. Implementation

All actions to avoid child labour shall be implemented by taking the child's best interests into account. Surecall Recruitment requires that all employees recognise the U.N. Convention on the Rights of the Child, and that they ensure Surecall comply with all relevant national and international laws, regulations, and provisions applicable in the country of production.

Employees of Surecall Recruitment are obliged to take the appropriate measures to ensure that no child labour occurs within our supply chain.

If child labour is found in any part of our supply chain, Surecall Recruitment will implement a corrective action plan. If corrective action is not implemented within the agreed timeframe, or if repeated violations occur, Surecall Recruitment will discipline our staff accordingly and/or terminate all business with the supplier concerned. The corrective action plan shall take the child's best interests into consideration, i.e. family and social situation, and level of education. Care shall be taken not merely to move child labour from one supplier's workplace to another, but to enable more viable and sustainable alternatives for the child's development.

The supplier shall effectively communicate to all its sub-contractors, as well as to its own co-workers, the content of Surecall Recruitment Child Labour Policy, and ensure that all measures required are implemented accordingly.

3. Young Workers

Surecall Recruitment supports the legal employment of young workers.

We understand that young workers of legal working age have, until the age of 18, the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

4. Labour force register

Surecall Recruitment shall maintain documentation for every worker verifying the worker's date of birth.

5. Monitoring

We will monitor the date of birth of all our workers to ensure we do not engage with any workers under the age of 18.

6. Remediation

If child labour is found in the supply chains of Surecall Recruitment, it will seek to work in partnership with an appropriately qualified organisations to develop a responsible solution that is in

the best long-term interests of the children. Surecall Recruitment will agree a corrective action plan, which may comprise the following actions:

- Collate a list of all potential child labourers and young workers.
- Seek advice and help from a recognised organisation that deals with child labour or the welfare of children.
- Explain the legal requirements and restrictions on working ages to the children and assure them that, if they wish, they will be employed when they reach working age.
- Ensure that the child worker has adequate accommodation and living conditions.
- Document all actions.
- Develop processes to prevent recurrence.

Do not:

- Expel any of the suspected or confirmed child labourers and/or young workers.
- Threaten the children or their families or hamper the progress of investigation and remediation.
- Conceal or falsify any documentation .

Such actions will be considered by Surecall Recruitment as evidence as a breach of this Child Labour Policy.

Tony Elia

Company Director

Surecall Recruitment Ltd

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