



## Whitemeadow Child Labour Policy Statement 2024

Whitemeadow is against all forms of exploitation of any employee.

This Statement details our policy in relation to persons under the age of 18 years of age.

Whitemeadow endeavours to provide a conducive working environment that is characterised by equality and mutual respect. The Company will not tolerate the use of forced labour nor exploitation of children within any of its operations or supply chains.

There are various pieces of protective legislation, which apply to employing people in the UK under the age of 18, including those related to wages, hours worked, overtime and working conditions.

The law distinguishes between:

- Children who are under the age of 14, who are only allowed to work in extremely limited circumstances.
- Children who are between 14 and compulsory school leaving age, whose working hours are restricted, particularly on school days, and who are only permitted to carry out light work which is not harmful to their attendance at school or their health and safety.
- Young people who are under 18, but who are old enough to leave school. There are still restrictions on their working hours, which do not apply to adult workers.

The Company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities. In addition, Whitemeadow does not employ anyone under the age of 18 years.

Pre employment checks are conducted to ensure compliance. Whitemeadow reserves the right to terminate anyone's employment who is later found to be under the age of 18 years, with immediate effect.

The Company is aware that different rules apply if a child is coming to work at the Company as part of a work experience scheme arranged or approved by the local education authority. In these circumstances, Whitemeadow will carry out an individual risk assessment for any work experience person who is under the age of 18, to assess whether further measures are needed to protect their health and safety.

The Company requires its suppliers to confirm that they have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should it become known to the Company that suppliers are not complying with these standards and/or law of the applicable country, we will take the appropriate action, up to and including the discontinuation of the business relationship.



WHITEMEADOW  
DRIVEN TO LEAD. PROUD TO IMPRESS.

All employees must ensure that they comply with the terms of this policy and if they are aware of any breaches of this policy or have any concerns or queries, they should speak to HR or their manager.

The Company will ensure that it abides by the law and this policy statement at all times in relation to its own employees and workers.

**Signed:** Andy Kitchen

A handwritten signature in black ink, appearing to read 'A. Kitchen', with a long, sweeping underline.

**Position:** Chief Executive Officer:

**Date:** 30th August 2024