

Child Labor Policy Template

Introduction

Our company is committed to upholding the highest standards of ethical conduct, including compliance with all laws and regulations related to child labor. This policy outlines our stance on prohibiting the use of child labor in any form within our organization.

1. Definition of Child Labor

For the purposes of this policy, child labor is defined as any work performed by individuals under the age of 18. This definition aligns with international standards set forth by organizations such as the International Labour Organization (ILO) [1].

2. Prohibited Practices

We strictly prohibit the use of child labor in any aspect of our operations, including but not limited to production, manufacturing, and supply chain activities. This prohibition extends to all employees, contractors, and suppliers working on behalf of our company.

3. Age Verification

Prior to hiring any new employee, we require proof of age to ensure compliance with child labor laws. This verification process may include requesting official documents such as birth certificates or government-issued identification cards.

4. Monitoring and Compliance

Our HR team is responsible for monitoring compliance with this policy and conducting regular audits to ensure that child labor is not being used within our organization. Any violations of this policy will result in immediate disciplinary action, up to and including termination of employment.

5. Reporting Violations

Employees are encouraged to report any suspected violations of this policy to HR or management. We take all reports seriously and will investigate any allegations of child labor promptly and thoroughly.

6. Training and Awareness

We provide training to all employees on the importance of preventing child labor and the consequences of non-compliance with this policy. This training is mandatory for all new hires during the onboarding process.

Conclusion

By implementing this child labor policy, we demonstrate our commitment to ethical business practices and the well-being of children worldwide. We expect all employees to uphold these standards and report any concerns related to child labor promptly.

International Labour Organization (ILO): <https://www.ilo.org/>