

CHILD LABOUR POLICY

ECHO
HOUSE

“Child labor perpetuates poverty, unemployment, illiteracy, population growth, and other social problems.”

— Kailash Satyarthi, Nobel Peace Prize Laureate

CHILD LABOUR POLICY

INTRODUCTION

Echo House is committed to upholding the highest standards of ethical and legal conduct in all our business operations. As a responsible and socially-conscious organisation, we recognise the importance of safeguarding the rights and well-being of children. This Child Labour Policy is established to ensure that we comply with all applicable laws and regulations related to child labour in the UK.

POLICY STATEMENT

COMPLIANCE WITH LAWS AND REGULATIONS

Echo House is dedicated to ensuring full compliance with all relevant UK laws and regulations pertaining to child labour. We strictly adhere to the provisions of the Children and Young Persons Act 1933, the Employment of Children Regulations 2000, and other applicable legislation.

MINIMUM WORKING AGE

We will not employ anyone below the minimum working age as specified by UK law. The minimum working age in the UK is 16 years old. Under no circumstances will we hire individuals under this age for any work within our organisation.

WORKING HOURS AND CONDITIONS

For individuals between the ages of 16 and 18, we adhere to the regulations stipulated by the Young Workers (Prohibition of Night Work) Regulations 1996. Young workers are not permitted to work during certain hours and are entitled to adequate rest breaks.

RECORD-KEEPING

We maintain comprehensive records of all employees, including their date of birth and employment start date, to verify their eligibility for employment. We regularly review and update these records to ensure compliance.

AWARENESS AND TRAINING

We are committed to educating our employees and management team about child labour laws and their responsibilities under this policy. Training on this policy, and on the risk our business faces from modern slavery in its supply chain will be given where needed. Our zero-tolerance approach to Child Labour must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

REPORTING VIOLATIONS

We encourage all employees to report any suspected violations of this policy to their line manager, the Human Resources Department, or through our Whistle Blowing procedure. We will investigate all such reports promptly and take appropriate corrective action if violations are confirmed. If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chain constitutes the use of Child Labour or any form of modern slavery, raise it with your line manager or the Human Resources team.

WHISTLEBLOWING CONFIDENTIAL HELPLINE - PACE HR - 02080 163 029.

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MONITORING AND COMPLIANCE

Echo House is committed to conducting regular internal audits and assessments to monitor compliance with this Child Labour Policy. We will also cooperate fully with any external audits or inspections carried out by relevant authorities. The prevention, detection and reporting of the use of Child Labour in any part of our business or supply chain is the responsibility of all those working for us or under our control. You are required to ensure that there is no breach of this policy.

CONSEQUENCES OF NON-COMPLIANCE

Employees who violate this policy may face disciplinary action, up to and including termination of employment. Echo House will also cooperate fully with any government authorities in the investigation of child labor violations.

COMMUNICATION OF THE POLICY

This Child Labour Policy will be communicated to all employees, contractors, suppliers, and stakeholders associated with Echo House. It will also be made publicly available on our company website, and on Bamboo HR.

CONCLUSION

Echo House is committed to upholding the highest standards of ethical and legal conduct with regard to child labour. We will continuously monitor and improve our practices to ensure compliance with UK child labour standards and legalities. This policy serves as a foundation for our dedication to the well-being and development of all children.

CHILD LABOUR POLICY

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