

# MESSAGE

Appendix 1: Child Labour Policy

*In accordance with our Code of Conduct, Child Labour is not allowed throughout our entire supply chain.*

## **Definitions**

Our definition of child labour is based on the definition of the International Labour Organization (ILO) Conventions 138 and 182, and defines work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development.

### *Child:*

The definition of a child is a person under the age of 15. Unless country regulations stipulate a higher age, in which case the higher age shall apply.

### *Young worker:*

The definition of a young worker is any worker from 15 (or 16) year of age until 18 years of age.

## **Our requirements**

All our business partners and their factories must ensure, that no child labour occurs in our supply chain.

- MESSAGE A/S does not accept any form of employment of children below the minimum age mentioned above.
- The factory must have proper hiring systems in place to prevent children from working at the factory. Records of age verification must be always kept.
- If the factory is providing childcare facilities, they must ensure that the children remain at that area and never enter into production areas.
- Young workers should only perform light work, which does not encompass working with dangerous chemicals, heavy lifting or dangerous machinery.
- Young workers should not be subjected to work that can be harmful to their health or physical, mental, spiritual, moral or social development.
- The MESSAGE A/S management must be informed immediately if confirmed child labour is detected. Email: [csr@message.dk](mailto:csr@message.dk)

## **Procedure if child labour is detected**

If child labour is detected at the production sites, any measures taken should always aim to improve, not worsen, each child's situation. This implies the following:

- MESSAGE A/S will involve non-governmental organizations with the purpose of driving the process to secure the child's future.
- If children are to be replaced from improper working, then the factory should continue to pay the wages to the child until it reaches the legal age for working. If possible, a member of the child's family should be offered the position and paid a minimum wage. This is to secure a stable private economy of the child and its family.

- If the child has finished primary school, the child should be offered education that supports the child's further development until it reaches the legal age for working, after which the child should be offered the job again on the same terms as other workers in the factory.

If supplier refuses to cooperate in implementing this policy after child labour has been confirmed, we will terminate all business with said supplier.

However, if the opposite, we will continue our cooperation with the supplier and help to ensure, that a child is not hired into the factory again.