



Policy Number 30006
Version 1.0

smigroupuk.com



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Child Labour and Young Worker Policy

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| Department: | ESG |
| Policy Owner: | ESG Manager |
| Approved Date: | November 2023 |
| Date for Renewal: | November 2024 |
| Version Number: | 1.0 |

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1.1 Purpose:

SMI prohibits child labour and is committed to respecting and supporting children's rights and protecting them from all types of slavery. SMI acknowledges that the complexity of child labour issues requires a consistent effort to create sustainable solutions to ensure that none of our products are produced by child labour and we commit to working towards achieving this goal. SMI requires that all suppliers, factories and any other provider of products/goods or services comply with this policy.

1.2 Statement of Intent:

This policy sets out SMI's general requirements relating to the prevention and remediation of child labour.

Definitions

- **Child:** Any person less than 15 years of age unless minimum age law stipulates a higher age of mandatory schooling. If local minimum age law is set at 14 years of age in accordance with developing country exceptions under ILO Convention No.138, the lower will apply.
- **Young person:** Any worker over the age of a child but under the age of 18.
- **Child labour:** Any work by a child or young person as defined above, that deprives them of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. This includes work likely to be hazardous or that interferes with their schooling.
- **Hazardous work:** Work which by its nature or the circumstances in which it is carried out, is likely to harm the health, safety, or morals of children.

1.3 Principles of the Policy:

General Requirements

- Suppliers must ensure that this policy is communicated and implemented throughout their supply chains; SMI expect all suppliers to conduct credible due diligence and monitor their operations to ensure that their sites and supply chains are free from child labour.
- Suppliers must comply with all relevant national and international laws, provisions, and regulations in the production country.
- Suppliers must demonstrate robust management systems to ensure age verification checks are conducted of all workers.

- SMI reserves the right to assess or audit our suppliers against this Policy.

Child labour remediation

- If child labour is found, the supplier must inform SMI immediately.
- The supplier must remove the child worker from the work area to ensure their safety.
- The supplier must ensure that all children identified have access to safe and adequate housing, meals and are adequately protected from harm.
- The child must be afforded appropriate protections as required by local law, to ensure that their rights are upheld. This may require placing the child into the care of the local authorities for their safety.
- The supplier and SMI will agree a corrective action plan with regular review, if repeated violations occur, SMI can terminate business with the supplier.

1.4 Monitoring and Review:

This policy will be reviewed annually to ensure it continues to align with local and global standards, laws, and regulations.

Annual and bi-annual audits of the supply chain partner SMI work within regard to the manufacturing of the Rokwear brand will be conducted by a third-party auditor. Assessing the ethical, sustainable, and quality practices and management of each supplier, including modern slavery and child labour.

1.5 Signature:

Elizabeth Mellor

1.6 Further information:

- Child labour - <https://www.gov.uk/child-employment>
- National Minimum Wage and National Living Wage rates - <https://www.gov.uk/national-minimum-wage-rates>
- SMI Supplier Code of Conduct, Code of ethics and Modern Slavery Statement

1.7 Version Control:

| Version: | Detail: | Approved by: | Date: |
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| 1.0 | First Issue following policy introduction and annual reviews | Blake Prisgrove | November 2023 |

