

Child Labor Policy

Policy brief & purpose

Our child labor policy is our position on employing minors and aims to ensure that our company, and everyone we're connected with follows the law and cares for children's interests.

International, local and federal child labor laws are stricter today than they were years ago. But millions of children are still forced to work in bad conditions all around the world, even in developed countries.

As an organization, we want to do business in a legal, ethical manner adding value to society and the environment instead of doing harm. Helping stop child labor is fundamental to us. We want to make sure that our organization doesn't take part in children's exploitation and also helps end it to the best of our ability.

Scope

This policy applies to our entire organization and those we do business or partner with including suppliers, vendors and contractors.

The [International Labour Organization \(ILO\)](#) and the [U.N Convention on the Rights of the Child](#) guide our policy on child labor.

Actions and Implementation

To make sure we enforce this policy and help eliminate child labor, we're committed to:

- Educating our staff on youth work laws and show them how to report child labor if they see or suspect it.
- Requiring hiring managers and HR to avoid hiring minors under the legal age for working. We also expect them to know and follow this policy and laws on wages and hours for older children.
- Keeping and validating documentation verifying our employees' age after they're hired. If we discover that we've hired a minor under the age of 18, we'll review applicable laws and adjust working hours accordingly.
- We expect the suppliers and contractors with whom we do business to uphold the same standards.