

Child Labor Free Remediation Policy

Section 1. Introduction

1.1 Organisational Vision

Child Labor Free's (CLF) vision is a world where children are free to be children.

1.2 Organisational Mission

CLFs mission is to work with companies and consumers to promote and support fair and equitable conditions that ensure positive economic and social outcomes for children, families and their communities.

This will be achieved through a Child Labour Free accreditation mark. This mark will be awarded to applicants/companies and brands upon successful investigation of their supply chain/s.

1.3 Introduction to the Remediation Policy

This policy is relevant in the case of child labour being evident in the accrediting or accredited supply chain. An immediate investigation is undertaken and the best outcome for the child is sort.

If it is deemed necessary for the child to be removed from the situation, that child is offered a safe place where they can be empowered to realise their potential through opportunities.

At all times the rights and safety of the child is CLF's paramount priority.

1.4 Basis of this policy

The values of Child Labour Free are the basis of this policy. CLF believes in family and community, ethical practices, integrity, being conscientious and responsive in our actions, economic security, and a literate society.

The existence of child labor discredits these values and therefore must be eliminated.

CLF recognises that child labour is a complex and growing problem across supply chains, and are aware that it exists for many reasons including



cultural, social and economic, and children are likely to work, or are more vulnerable to work due to various different situations.

This document does not set out to tackle the root causes of child labour, but rather addresses the process of remediation when child labor is evident within a supply chain.

This policy is designed to be consistent with the United Nations Convention on the Rights of the Child and the International Labour Organisation Conventions 138 and 182. It is also to be implemented alongside CLF's Child Protection Policy.

This policy does not act to supersede law within the country in which child labor occurs. It is designed to work in parallel with current legislation set by the country's governing body in which Child Labor Free operates.

1.5 Application of this policy

This policy applies to all situations where child labor, or suspected child labor, is evident within the supply chain of any accreditation application and/or audit, whether this is confirmed, is a suspicion, or inference.

1.6 Individuals governed by this policy

The policy applies to all employees, board members, volunteers, consultants and staff of CLF and the Child Labor Free Foundation, and any third party individuals or organisations including; partner NGOS, accreditors, assessors, auditors, or representative, especially those working directly with the inspection, monitoring, and rehabilitation processes.

1.7 Those protected by this policy

Remediation, as referred to in this policy, is meant to address any instances of labor found being performed by children and young people less than 18 years of age as defined by the United Nation's Convention on the Rights of the Child.

CLF will follow these guidelines for those still attending school and any other vulnerable people unjustly denied their human rights.

Section 2: Guiding Principles of Child Labor Free

2.1 Rights of the Child

This remediation policy is guided by the principles defined by the United Nations Convention on the Rights of the Child, and influenced by other UN agencies and other national and international child rights organisations. These include, but are not limited to, the best interests of the child, the right to repatriation and reunification with family and/or



community, principle of non-discrimination, right to participation and information, right to protection and confidentiality, and the right to privacy.

Children and young people are the best advocates for their own safety, education and opportunities. It is imperative that the child's voice is supported, encouraged and heard throughout the remediation process.

2.2 Definitions of child labor

Child labor is work undertaken by a child, which:

The child is legally prohibited from undertaking; or

Is likely to be harmful to the child's health or physical, mental, spiritual, moral or social development;

or interferes with a child's education.

Labor is a negative force in a child's life, preventing access to an education, training, social development and future livelihood. It denies the basic rights of a child and deprives them of a childhood.

UNICEF estimates that around 150 million children worldwide are engaged in child labour. The majority being engaged in factory based production, manufacturing, manual labor, agricultural labor and domestic servants.

Many millions of these children work in hazardous and exploitative conditions, including working in mines, exposure to chemicals and pesticides, working with dangerous machinery or in hazardous conditions. This type of harmful child labor is detrimental to a child and needs to be completely eradicated.

Section 3: Policy Priorities

Every child has the right to freedom from exploitation, protection, participation and access to education. These rights are the key priorities for Child Labor Free's remediation process.

3.1 Priority of the Right to Freedom from Exploitation

Every child has the right to a life with dignity, and the right to freedom from exploitation.

Human rights, specifically the rights of the child guide CLF in all its work and at each stage of the remediation process.

3.2 Priority of Protection



All children have the right to live in a safe and secure environment.

CLF is committed to protecting all children, especially those found in child labour, from violence and abuse, as well as other situations of neglect, discrimination, and exploitation. These situations may include exploitation of an economic or sexual nature, abandonment, abduction, sale or trafficking for any reason or in any form, especially in cases of forced or bonded labour, slavery or servitude.

This also consists of situations in which children are taken undue advantage of in a manner that will or could harm their development, self-worth or personal growth.

3.3 Priority of Participation

CLF is invested in ensuring that the remediation process involves the child actively, making the individual or individuals involved and aware that they have the right to participate, express their views, form aspirations and make suggests. These will all be considered, along with their age, situation and maturity.

During the remediation process, all children involved will be protected from any forms of abuse – mental and physical. All safety mechanisms must be engaged to enable children to speak about their experiences, and any abuse they have faced, or may potentially face.

CLF must ensure that the voice of the child is respected at all times.

3.4 Priority of Education

CLF are committed to enabling all children to have access to an education of a high standard, up to the age of legal employment in each child's specific country.

CLF recognises its responsibility to secure rights of equality and freedom from discrimination for every child found involved in labor. All children, no matter their nationality, race, gender, religion or abilities, found working

in illegal labor will be secured access to education, vocational programmes and/or infrastructure, as well as services and support that will enable them to achieve this.

Section 4: Child Labor Free Remediation Process Approach

CLF's remediation process is centred on the rights of the child. CLF will provide full protection and support throughout each phase of the remediation process. The remediation process includes removing or rescuing the child from the situation, providing a secure and safe home or community based residence, rehabilitation appropriate



to the child's situation and supporting sustainable solutions to prevent the further development or re-entering of the child into labor.

The process of successful remediation requires a holistic approach from multiple stakeholders. To achieve this CLF must engage with a number of key stakeholders including, but not limited to:

- The CLF Foundation
- Children their families and communities
- NGOs involved in creating, implementing and supporting safer and supportive communities for children found, or involved in, child labor. Examples of these are Unicef, Oxfam, Impactt and other key groups
- Organisations engaged in local communities working to promote and support education
- Industry stakeholders including accredited businesses or businesses working through the accreditation process
- Individuals involved in sustainability and corporate responsibility
- Other accreditation organisations
- Governments of each specific country
- The United Nations

Section 5: Child Labor Free Operational Procedure for Rescue and Remediation

5.1 Responsibility of Child Labor Free assessors

CLF works with many stakeholders during the process of accreditation and subsequent auditing. This will include but not be limited to; assessors, inspectors, factory owners, business employers, brand owners and many other key individuals.

As part of the accreditation and audit processes, CLF will work with stakeholders to ensure children are not allowed to enter the work place with the intention to work and/or any work undertaken by a child meets the legal requirements of that specific country, and that the child is not exploited.

In all instances where child labor is found at any point in the supply chain, whether this is confirmed or just a suspicion, all assessors and auditors must act immediately with facility management and staff to establish if a child is present.

It is imperative that when any representative encounters potential child labor, child bondage or trafficking, that CLF is informed immediately along with the appropriate legal entities.



5.2 Concealment or Omission

Any concealment or omission of the presence of child labor in the supply chain, including any suspicions or inferences, will be regarded as a breach in the terms of employment and this policy.

5.3 Rescue & Removal Actions

In any instances where child labor is found in a supply chain, a CLF representative will be responsible for the rehabilitation and/or removal of the individual/s discovered from the workplace.

The safety of the child is paramount in every instance of rescue and removal, meaning no child should be put at a greater risk by any actions taken by CLF representatives.

The first part of the removal must include a full assessment of the risk using evidence gathered from the inspection or auditing process. Rescue and removals of those at risk relies on quality and thorough inspections and information collecting.

Alongside the removal of the child and immediate care and protection, legal authorities must be informed as soon as practically feasible and appropriate.

All CLF representatives involved in the process of accreditation and auditing must be familiar with the law of the specific country of the factory they are assessing, as well as this policy and the child protection policy.

5.4 Rehabilitation

Once the child has been removed from the situation, they should to be returned to their home, where appropriate, and achievable.

Rehabilitation involves promoting education and training to establishing key support networks, providing counselling and care.

A CLF representative will ensure that at all times the best outcome for the child is what it kept at the forefront of any decisions and where possible the child is a part of the decision making process.

5.5 Prevention

CLF supports prevention through community based interventions and programmes to increase the awareness of the rights of the child, and how to support vulnerable children from entering into child labor.



The prevention section of the remediation process is dependent on supporting the activities and development of like-minded community groups.

This includes prevention programmes, community based education programmes and support programmes for children and their families to protect them from the effects of labour now and in the future.

Section 6: Implementation, Monitoring & Review

The Executive teams of CLF and the CLF Foundation along with appointed representatives are responsible for the implementation of this policy.

The CLF Board of Directors and CLF Foundation trustees are responsible to work in line with CLF's regulations of this policy.

6.1 Breaches of Child Labor Free Child Protection Policy

Non-compliance with this policy is detrimental to the work of CLF and to the lives of children.

6.1.1 CLF Staff

Disciplinary action will be taken against any staff member, representative, consultant or volunteer directly employed by CLF, potentially resulting in verbal or written warnings, or dismissal should they deliberately breach this policy.

6.1.2 CLF Partners, Engaged NGOS & Assessment teams

All groups working with or for CLF or the CLF Foundation must adhere to this policy. Depending on the extent of the breach, failure to comply could result in discontinuation in the relationship between the group and CLF.

Groups and organisations breaching this policy in a less significant way will be given due time to rectify any harm, or adhere to the above policy within reason. If this can be achieved, the group or organisation will be re-trained with regards to this policy and monitored for a period of no less than three months to ensure the policy is understood.

Any significant breach will result in instant discontinuation of the relationship between CLF and the group/organisation or individual.

6.2 Review



CLF are committed to continually reviewing policies, procedures, systems and programme approaches to fully maximise impact for all beneficiaries, as well as staff and partners.

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