



QP23 Child Labour Policy

H E Stringer Flavours Ltd is committed to respecting the rights of children. We strongly believe that a child should grow up in safe and nurturing environment without being enslaved to work before the ILO standards age. We do not employ any person under the age of 18 and all rights to work checks are conducted prior to an employee starting within the company using Trust ID.

We expect our suppliers to complete their due diligence checks with their supply chain and monitor their operations to ensure that they are free of child and forced labour. If this is discovered within our supply chain, we are committed to remediate the issue.

Scope

This policy applies to all employees, customers and suppliers of the company or any affiliations that the company has within our business activities.

Definition

Child: Any person under the age of 15, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age of 18 will apply. If, however, local minimum age law is set at 14 years of age in accordance with developing country expectations under ILO convention number 138, the lower will apply.

Young Person: Any worker over the age of a child as defined above and under the age of 18.

Child labour: Any work by a child younger than the age(s) specified in the above definitions, which does not comply with the provisions of the relevant ILO standards, and any work that is likely to be hazardous, interfere with the child's or young person's education or is harmful to the child/young person's health or physical, mental, spiritual, moral or social development.

Hazardous conditions: These are defined below in accordance with ILO standards:

- Work which exposes children to physical, psychological or sexual abuse
- Work underground, underwater, at dangerous heights or in confined spaces
- Work with dangerous machinery, equipment, tools or any work that involves manual handling or transport of heavy loads.
- Work in an unhealthy environment which may, but not limited to, expose children to hazardous substances, agents, processes, temperatures, noise, vibrations causing damage to their health or development.
- Work under particularly difficult conditions such as working for long hours during the day or night or where the child is unreasonably confined to the premises of the employer.