



CHILD LABOUR POLICY

PART OF BESTSELLER'S CODE OF CONDUCT



BESTSELLER®



BESTSELLER'S CHILD LABOUR POLICY

Bestseller's Code of Conduct states that:

'No children below the age of 15 can be employed in factories producing for Bestseller. If the law states a higher age, the law must be followed. The supplier must have sufficient management systems in place to ensure no children are employed. Young workers below the age of 18 can only undertake light work in the factory, and all laws concerning the treatment of young workers must be followed.'

The use of child labour is not acceptable and we will not work with suppliers who use child labour in any of their facilities, or who do not have efficient systems in place to ensure that child labour cannot occur on the production premises. Suppliers must also take responsibility to ensure that any subcontractors are not involved in employing child labour, and that any young workers are not involved in dangerous work or work under difficult conditions.

Suppliers must ensure that child labour will not occur in the factory:

1. The factory must have a hiring policy that includes a minimum age of 15, or older if specified by the law. In addition factories must only employ those persons above the mandatory school age.
2. The factory should have efficient management systems in place which ensure age verification procedures are followed and implemented effectively. Records of age verification must be kept in employee records.
3. Only persons over the age of 15 may be present in the work place – including during school holidays when risk of children being present in the factories may be higher. In factories where childcare facilities are provided children must be restricted to these areas only, and are prohibited from the work area.



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If child labour is found in a factory the following actions will be taken:

1. The child will need to be removed from the work place and given a viable alternative. This emergency child labour intervention must be done always in the best interests of the child, and ensure that the child is not forced into worse forms of labour.
2. In communication with the child as well as his or her family or caretakers, an appropriate option for education should be found for the child - at least until they are no longer of compulsory school age.
3. The supplier is responsible to continue to pay wages to the child from when the child has been removed from the work place until s/he reach the age that they are no longer in compulsory education.
4. The supplier is required to immediately offer the position to a member of the child's family or caretaker at an adult wage. The child should have the option to work in the factory once s/he has reached the legal working age.

Suppliers are expected to work in close collaboration with Bestseller representatives in order to ensure that the needs of the child are considered as the top priority, and the supplier should agree to and carry out all agreements made.

In addition to ensuring that the Child Labour Policy is effectively implemented in the affected factory, the main supplier should also be prepared to demonstrate to Bestseller that sufficient control mechanisms are in place in all other factories used in their supply chain. This should be done either through external auditing companies, or internal audits performed by the supplier (providing there is a sufficiently qualified person to do so) which are then reported back to Bestseller and subject to random checks by external auditing companies.

Bestseller reserves the right to cancel orders and terminate the business relationship; the cooperation with the supplier will be reviewed on a case-by-case basis.



