



## Child Labour and Young Worker Policy and Child Labour Remediation Plan

### Background

Cunera Vloerbedekking BV's child labour policy states our position on employing minors and aims to ensure that our company, wholesale suppliers, and their direct suppliers and subcontractors follow the law and care for children's interests. Millions of children are still forced to work in bad conditions all around the world, and as a business, we want to operate in a legal, ethical manner and help end child labour to the best of our ability.

### Definitions

**Child:** Any person less than 18 years of age.

**Child Labour:** Any work or economic activity that is harmful to the health or development of a child or would prejudice their attendance at school, vocational/training programs, or their capacity to benefit from the instruction received. It also includes the sale and trafficking of children and all forms of slavery or practices similar to slavery of children.

**Child Work:** The participation of children in an economic activity, which is not detrimental to their health or mental and physical development and does not interfere with their schooling, often carried out under the guidance of parents or guardians. Child work is light work performed within the family and generally considered positive, in contrast to child labour, and is permitted from the age of 12 years of age.

**Hazardous Work:** Any work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of the workers.

**Home-based worker:** A person who carries out work in his or her home or in other premises of their choice other than the workplace of the employer or subcontractor. Home-based workers are generally employed by contractors and are dependent on others for their work.

**Rehabilitation:** The process of providing all necessary assistance to a rescued child or adolescent, including medical, psychological, social, educational and economic assistance for her or his education, training and protection. It may also include economic rehabilitation of the family.

**Remediation:** All corrective actions to support rehabilitation, including physical and mental well-being.

**Young Worker:** Child or youth under the age of 18 who is above the statutory minimum age for employment.

### Our Position

Cunera Vloerbedekking BV states that:

- a) We will not engage in or support the use of child labour. All practices will, at a minimum, conform to ILO Minimum Age Convention, 1973 (No. 138), ILO Worst Forms of Child Labour Convention, 1999 (No. 182), as well as national law;
- b) We will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;
- c) We will ensure safe conditions for young workers. Young workers should not be involved in hazardous work and should benefit from education/employment plans. Hazardous work includes working with

chemicals, machinery or electrics; in confined spaces, at height or in excessively hot or cold conditions; being exposed to dust, fumes or loud noise; lifting or carrying heavy loads; working overtime or working at night;

- d) We expect our business partners to have and uphold similar standards and abide by country-governing laws in countries wherein they operate.

### Actions and Implementation

Under this Policy, Cunera Vloerbedekking BV commits to:

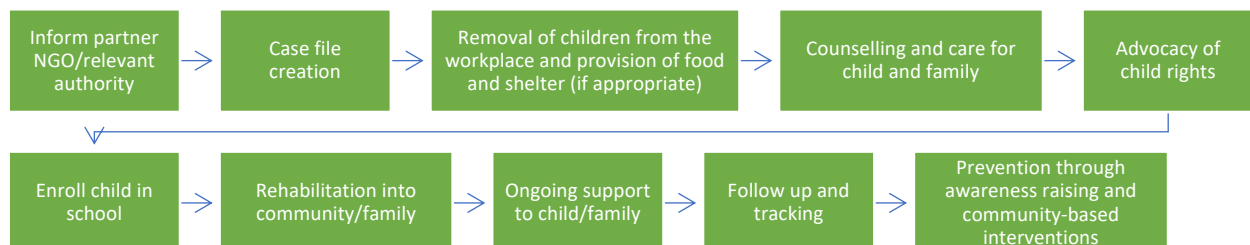
- a) Keeping this written policy and updating it to reflect relevant legislative or policy changes when appropriate;
- b) Communicating the policy to our employees, our wholesale suppliers, including their direct suppliers, subcontracting units, and home-based workers. The policy will be displayed prominently in the workplace and translated if needed;

In addition to the above, we, Cunera Vloerbedekking BV, expect our wholesale suppliers and all entities that contribute to production of our products to:

- a) Inform home-based workers of the limitation on hours and type of work in which children and young workers can be involved, and make them aware of the specific dangers and hazards to children in the workplace. A no-child-labour written commitment will be obtained from home-based workers;
- b) Verify workers' age upon hiring and keeping records of age verification. Ensure that ages of children living on premises of home production sites are also recorded and verifiable;
- c) Put a remediation plan in place in case child labour is discovered and collaborating with relevant stakeholders to support the child's rehabilitation;
- d) Maintain a register of young workers' names and tasks performed, including of young workers employed in household units, as well as copies of any documentation prescribed by local and national law;
- e) Ensure that legally defined light-work requirements for young workers are respected. We will maintain records identified potential hazards, display permissible working hours for young workers and raise their awareness on health and safety issues.
- f) Ensure any sub-contractors are not involved in employment of child labour, they maintain and communicate the company child labour policy, and that they respect legally defined light-work requirements for young workers. We will demand that a remediation plan is put in place in case child labour is discovered in our sub-contractors' business.

### Procedure for Handling Child Labour

If child labour is found at any level of our operations, Cunera Vloerbedekking BV will take prompt action and put in place a Remediation Plan with the support of a partner organization. We will make sure to provide and support the child to the best of our ability and act in the best interest of the child. The remediation process steps are summarized below and will be implemented on a case-by-case basis:



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