



Child Labour Policy (Remediation)

The Downland Bedding Company Ltd. acknowledges occasionally that child labour can and does occur in many countries. However, Downland Bedding Company does not accept child labour, and actively works against it.

The complexity of the child labour issue requires a consistent, long-term effort to create sustainable and broad-based solutions in order to reach our goal; that no products delivered to The Downland Bedding Company are produced by child labour.

The Downland Bedding Company respects different cultures and values in countries where we operate and source our raw materials and products but does not compromise on the basic requirements regarding the Rights of the Child.

The Downland Bedding Company Child Labour Policy (remediation) has been established in order to make our companies position clear to suppliers and their co-workers, as well as any other parties. The requirements in this policy are mandatory to all suppliers and their sub-contractors.

General Principle

The Downland Bedding does not accept child labour in any form whatsoever.

The Downland Bedding Company Ltd. supports the United Nations (U.N.) Convention on the Rights of the Child (1989).

The Downland Bedding Company Ltd. child labour policy is based on this Convention, which stipulates:

- “All actions concerning the child shall take full account of his or her best interests” Article 3.
- “The right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical mental, spiritual, moral or social development”. Article 32.1

In addition, this policy is based on the international Labour Organisation (I.L.O) Minimum Age Convention no. 138 (1973). According to this convention, the word “Child” is defined as any person below fifteen (15) years of age, unless local minimum age law stipulates a higher age to work or mandatory schooling, in which case the higher age would apply. If, however, the local minimum working age is set at fourteen (14) years of age in accordance with exceptions for developing countries, the lower age will apply.

The Policy also incorporates the .I.L.O Convention on the Worst Forms of Child Labour no. 182 (1999).

Monitoring

All suppliers are obliged to keep Downland Bedding Company always informed about all places of production (including their sub-contractors). Any undisclosed production centres found would constitute a violation of this policy.

We reserve the right to assign, at our sole discretion, an independent third party to conduct on-site inspections and audits in order to ensure compliance with our Child Labour Policy.

Work with our suppliers to ensure their management systems are sufficiently effective and robust to minimise the possibility of child labour being inadvertently engaged in employment.

Remediation

If child labour should be found in the supply chain of The Downland Bedding Company, We at Downland Bedding Company will seek to work in partnership with the supplier and appropriately qualified organisations to develop a responsible solution that is in the best long-term interests of the children. The supplier and Downland Bedding Company will agree a corrective action plan, which may comprise the following but not exhaustive actions:

- Collate a list of all potential child labourers and young workers.
- Seek advice and help from a recognised local non-governmental organisation that deals with child labour or the welfare of children.
- Develop a remediation action plan that secures the children's education and protects their economic well-being, in consultation with Downland Bedding Company and where possible with local NGO, and in consultation with and respecting the views of the child;
- Explain the legal requirements and restrictions on working ages to the affected children and assure them that, if they wish, they will be employed by the facility in question when they reach local law legal working age.
- Understand the children's desires and explore the opportunities for them to re-enter education.
- Whether the child contributes to the livelihoods of their family, or they are self-dependent, his or her wage should continue to be paid by the affected facility until such time as they reach local law working age, or until an alternative long-term solution has been agreed with the child and their family (for example employment of an unemployed adult family member in place of the child labourer);
- Ensure that the child worker has adequate accommodation and living conditions.
- Ensure that this remediation policy procedure if enacted due to child labour being discovered is monitored and always policed until such time as the child is no longer classed as at risk or classed as a child.
- Physically and electronically communicate and engage in dialogue throughout the whole process remediation process with all affected parties
- Carry out regular appraisals and monitoring reviews of specific affected child's remediation process offering guidance and appropriate counselling.

Sign: *Fraser Smith*
.....

Date: 17/05/2023

Position : Managing Director.