

NEW LOOK

Child Labour Policy and Remediation Plan

Definitions:

Child	A child is less than 15 years of age.
Young worker	A young worker is older than a child, but below 18 years of age.
Hazardous conditions	Hazardous conditions may include but are not limited to; overtime; night work; chemical handling; physical hazards; safety hazards and unsafe working environments.

Child Labour Policy

Children must not be involved in any part of New Look's value chain. New Look expects suppliers to monitor their own value chain to ensure there is no recruitment of child labour and participate in immediate remediation if child labour is found.

The below principles apply to **ALL** children in all work situations, regardless of their employment status or length of service. This includes permanent, temporary, or casual labour, whether directly or indirectly employed by the workplace, as well as children who have been trafficked or sold into work.

No person should be employed, or complete work if:

- They are less than 15 years of age, unless local minimum age stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply. Children must not be permitted to enter production areas at any time. This includes the children of workers who live in factory provided accommodation and children that are brought to care facilities on site.
- They are below 18 years of age and engaged in dangerous/hazardous work that might jeopardise their physical, mental or moral wellbeing because of its nature or the conditions under which the work is carried out.

Minimum age requirements must also be met for all persons engaged in any workplace apprenticeship programmes.

New Look requires all suppliers to comply with the obligations of this policy. The supplier must also ensure that each of its subcontractors, suppliers, factories and any other entities also comply with the policy.

Situational Action Plan

Situation	Action Plan	Time Frame	Preventative Actions	Stakeholders Involved
A child is found working in a factory.	1. The factory and supplier/agent need to ensure that the child is safe and understand the reasons why the child is working in the factory. 2. The child is to be removed from the factory immediately and introduced to an onsite childcare facility or local school. The child will need to	Immediate action to remove the child from the workplace, followed by ongoing monitoring.	• The factory must implement robust systems to check identification at point of recruitment and throughout employment. A robust system is needed to identify imposter switching. • The factory must have a child labour remediation plan in place to efficiently remove the	- Supplier/agent - Factory - New Look Retailers - External partners, including consultants and NGO's

NEW LOOK

Situation	Action Plan	Time Frame	Preventative Actions	Stakeholders Involved
	continue to be paid in full by the factory, whilst being supported through education. 3. Once the child has reached 15 years of age, or the legal working age (whichever is higher), they must be given the opportunity to voluntarily reclaim their job at the same factory.		child safely from the workplace. - Childcare facilities on site need to be a safe. - Childcare facilities on site must employ qualified staff to support with the educational needs of the children and learning resources must be provided.	
A child is found in the factory production area but is not working.	- The factory and supplier/agent need to ensure that the child is safe and understand the reasons why the child is in the production area. - If the child is visiting the production area, for example, to visit their parent, they need to be immediately removed and taken back to a childcare facility.	Immediate action to remove the child from the production area, followed by ongoing monitoring.	- The factory must have a child labour remediation plan in place to efficiently remove the child safely from the workplace. - Childcare facilities on site need to be safe. - Childcare facilities on site must employ qualified staff to support with the educational needs of the children and learning resources must be provided. - Childcare staff need support and control to ensure that children are kept away from the factory production area.	- Supplier/agent - Factory - New Look Retailers - External partners, including consultants and NGO's
A young worker is found working in hazardous conditions.	- The factory and supplier/agent must remove the young worker from the hazardous environment immediately. - The young worker must be offered work that is safe and meets national legal requirements. - The young worker must earn the same amount of money that they were previously receiving.	Immediate action to remove the young worker from the hazardous environment, followed by ongoing monitoring.	- A risk assessment is required for young workers. If a risk assessment is already in place, it will need developing to ensure that no young workers are working in hazardous environments. - Training should be given to all workers on their rights and local law. - The factory must plan their staff and departments effectively, to ensure that young workers are kept away from hazardous environments.	- Supplier/agent - Factory - New Look Retailers - External partners, including consultants and NGO's

NEW LOOK

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A young worker is found working over the legally allowed hours.	1. The factory and supplier/agent must investigate why the young worker was working beyond the legally allowed hours. 2. Checks and provisions need to be in place to ensure that the young worker can complete their work in their contracted hours. 3. The factory must ensure that the young workers are earning the same wage during their legal hours that they were earning previously.	Immediate action to ensure that the young worker is working the legally allowed hours, followed by ongoing monitoring.	• A risk assessment is required for young workers. If a risk assessment is already in place, it will need developing to ensure that young workers are not working beyond the legally allowed hours. • Training should be given to all workers on their rights and local law. • The factory needs to plan their production efficiently, to ensure that no young workers should have to work over their legally allowed hours.	- Supplier/agent - Factory - New Look Retailers - External partners, including consultants and NGO's