

Bee Health – Child Labour Remediation Policy

Updated: January 2026

INW Bee Health are committed to eradicating the existence of child labour from our supply chain. Where the use of child labour is found to exist, we are committed to placing the interests of the child at the centre of our response when assisting that child to be free from exploitation. Our primary consideration is for the best interests of the child.

INW Bee Health source from several countries, including some which pose a high risk of child labour. Whilst we specifically prohibit child labour, we recognise that risks remain and where found, must be addressed.

Definitions:

Child - A “Child Worker” is defined as someone who has not reached their 15th birthday, or any higher age specified in local law for completing mandatory schooling or beginning full time work. However, in strictly limited circumstances, where local law sets the minimum age at 14 years, under ILO convention 138 in accordance with developing country exceptions, the lower will apply.

Child Worker - a Child who is not legally entitled to work i.e. below the minimum age of employment or is under the age of 15 if this is higher.

Child Labour - a general term that includes the employment of a Child Worker or a situation where a Young Worker is exposed to Hazardous Work. Work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. Child Labour refers to one or more of the following:

- Work done by a child who is under the minimum age of admission to employment for the type of work concerned.
- Work that interferes with compulsory education.
- Work that is likely to jeopardise a child’s health, safety or morals (hazardous work).

Child Labour Remediation – corrective measures taken to remove a child from child labour by providing alternatives and ensuring their safety and wellbeing.

Young Person – a young person is any worker over the age of a child as defined above and under the age of 18.

Scope:

All types of work are included within the scope of this guidance, including permanent, temporary, contract or home-working, whether directly or indirectly employed by the management of the workplace as well as children who have been trafficked or sold into work.

Key Principles:

- The safety and security of the child are paramount, and the protection of the child comes first.
- A child should not be dismissed without a plan in place for what will happen to him or her.
- Any resolution or remediation action must ensure that the child is not going to suffer financial losses and should not leave a child vulnerable to abuse.
- Investigations and remediation plans should be made in conjunction with the child's parents or guardian and

consultation should be sought from relevant local and trusted professionals, including the local government authorities and child protection agencies.

- Remediation plans for young workers who are engaged in hazardous or night work should include the offer of an alternative role, without penalty for them.

Expectations of our suppliers:

We expect our suppliers to monitor their supply chains to ensure that they are not employing child labour. This should include:

- Conducting and recording age verification checks.
- If using third party contractors, carrying out to ensure that they are not employing child labour.
- Maintaining records of young workers who are employed – dates of birth, risk assessments, health checks.
- Ensuring that young workers are registered with the appropriate authorities.

Suppliers should inform us as soon as possible if child labour is found. Effective remediation guidance should be in place in case instance of child labour are discovered.

Remediation:

If an underage worker is found:

- Ensure that the child is safe and does not feel threatened by the situation.
- Talk to the child in a calm member and offer information about yourself and ask about them to understand their needs.
- Remove the child to a safe place.
- Contact the child’s parents/guardians and explain the situation to them.
- Ensure that the child has been paid for the work that they’ve done.
- When planning the remediation process, consult with the child and his/her family to understand their wishes. Where possible, these should be prioritised.
- Work with the site and supplier to ensure that there is a plan of action in place with assigned responsibilities.
- Ensure financial support is provided to the child and their family to cover school fees and living costs until the child reaches the end of compulsory schooling or the minimum age for work, then re-hiring the young worker to do non-hazardous work.
- Document and keep records of each child labour case.

If a young worker (above the minimum working age but under the age of 18) is found to be engaged hazardous work:

- Remove the young worker from the hazard.
- Offer them ‘low risk’ work, without reducing salary or benefits.
- Arrange health checks and ensure any necessary treatment is provided, including for long term exposure to hazards (e.g. dust, vibration, excessive noise).
- Monitor the young worker’s situation regularly to ensure that children do not gradually shift back to high-risk activities.

Follow Up:

- Ensure that the supplier receives training to address gaps in the hiring process which allowed the child to start work on-site - for example training on how to verify the legitimacy of ID, interview techniques to try and confirm an applicant's age.
- Ensure that the supplier carries out a Root Cause Analysis to understand how the child was able to start

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working on-site. Analysis should aim to understand the child's recruitment pathway and the gaps in the hiring process that enabled them to access employment.

- Ensure that the supplier maintains a record of where the child is living and retains contact with them so they do not 'disappear' or move back into child labour with another employer.
- Ensure that child remains in school.
- Ensure a follow-up and monitoring process so that the situation does not occur again.

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