



South Western
Technologies & Oilfield
Services Ltd.

CHILD LABOUR POLICY

Policy brief & purpose

Our child labor policy is our position on employing minors and aims to ensure that our company, and everyone we're connected with follows the law and cares for children's interests.

International, local, and federal child labor laws are stricter today than they were years ago. But millions of children are still forced to work in bad conditions all around the world, mostly in developing countries.

As an organization, we want to do business in a legal, ethical manner adding value to society and the environment instead of doing harm. Helping stop child labor is fundamental to us. We want to make sure that our organization doesn't take part in children's exploitation and helps end it to the best of our ability.

Scope

This policy applies to our entire organization and those we do business or partner with including suppliers, vendors, and contractors.

The International Labor Organization (ILO) and the U.N Convention on the Rights of the Child guide our policy on child labor. When it comes to legal aspects, we are always:

- Follow the stricter law if more than one laws apply (e.g., state, and federal, local, and international).
- Require suppliers, partners, and vendors to follow the stricter applicable laws and recognize children's rights. They must also require their own suppliers, subcontractors, and stakeholders to do the same.

In this policy, we refer to "children" as people who are younger than [18] years of age.

“Child labor” refers to work that deprives children of their childhood and affects their schooling, their potential, and their dignity. It’s work that’s harmful to them mentally, physically, and socially.

Policy elements

When it comes to children (younger than [18]), we don’t want to stand in the way of their health, schooling, or free time. That’s why we don’t and won’t employ anyone younger than [18 years] of age.

We’re also committed not to do business with any organization that employs children younger than [18]. We’ll include this condition in every contract we sign and reserve the right to break the contract without penalty if our stakeholder violates this condition and refuses to agree on or follow through with an elimination plan.

Actions and Implementation

To make sure we enforce this policy and help eliminate child labor, we’re committed to:

- Working with governments and other organizations to end child labor. We may sponsor or organize actions to educate communities, build schools or find ways to ensure children won’t be forced to work to support their families.
- Educating our staff on youth work laws and show them how to report child labor if they see or suspect it.
- Requiring hiring managers and HR to avoid hiring minors under the legal age for working. We also expect them to know and follow this policy and laws on wages and hours for older children.
- Keeping and validating documentation verifying our employees’ age after they’re hired. If we discover that we’ve hired a minor under the age of 18, we’ll review applicable laws and adjust working hours accordingly. If we need to let the child go, we’ll assess their situation and make sure to provide for them to the best of our ability (e.g., pay him or her their would-be salary for a couple of months) when necessary.
- Communicating our no child labor policy to organizations we’re connected with and ensure our contracts have the right stipulations.
- Demanding and monitoring an elimination plan in cases where suppliers discover child labor in their business. We’ll also work together with the stakeholder to create plans to support children, keeping their best interests in mind, and make efforts to involve them and their families in the process.

- Employing or consulting with experts on topics like child labor, health and safety standards or corporate social responsibility.

Children's welfare is everyone's business

We want to grow and thrive as a business, but we're also committed to do good by the community we belong in. We ask all our employees and partners to follow this policy, not just because we demand it as an organization, but because securing a bright future for children is everyone's duty.



Chris Idisi

Managing Director & CEO

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