

# CHILD LABOUR POLICY



## Introduction

The foundation of the PAINT Ltd (trading as Spotted Bee) “Child Labour Policy” is based on the Company’s commitment to find practical, meaningful, and culturally appropriate responses to support the elimination of such labour practices. It therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

## Policy

PAINT Ltd (trading as Spotted Bee) does not employ any person below the age of eighteen years at the workplace. PAINT Ltd (trading as Spotted Bee) prohibits the use of child labour and forced or compulsory labour at all its units. No individual contractor is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

## Implementation

This policy is publicly available throughout the Company and is clearly communicated to all employees and independent contractors in our policy manual. The implementation of the policy is the responsibility of the unit’s human resources department and the security staff, who do not permit minors to enter the warehouse as workers. There is zero tolerance policy towards its breach. Individual contracts and other records, documenting all relevant details of the contractors, including age, are maintained at all units and are open to verification by any authorised personnel or relevant statutory body.

## Monitoring & Audit

Periodic assessment is conducted. The human resources department undertakes random checks of records annually.

## Review

Following its initial adoption, this child labour policy statement will be reviewed by the business owner on a regular basis and may be amended from time to time.

Policy Name: Child Labour Policy  
Revision Date: 13th July 2020 Revision Number: 1.0

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