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Child Labour Policy of TFC Europe Ltd

TFC Europe acknowledges the fact that child labour occurs in many countries. However, TFC Europe does not accept child labour, and works actively 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 TFC Europe are produced by child labour.

TFC Europe respects different cultures and values in countries where TFC Europe operates and sources its products, but does not compromise on the basic requirements regarding the Rights of the Child.

TFC Europe Child Labour Policy has been established in order to make TFC Europe position clear to suppliers and their co-workers, as well as any other parties. The requirements in this code of conduct are mandatory to all suppliers and their sub-contractors.

General Principle

TFC Europe does not accept child labour.

TFC Europe supports the United Nations (U.N.) Convention on the Rights of the Child (1989).

TFC Europe 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 (ILO) 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 for 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.

This Policy also incorporates the ILO Convention on the Worst Forms of Child Labour no. 182 (1999).

Signed :-

A handwritten signature in black ink, appearing to read 'Keith Kentish', is written over a horizontal line.

Name :- Keith Kentish

Title:- Group Commercial Director

Date :- 11 December 2018