

When young workers below the minimum age of employability are active, Signify expects Supplier to take immediately remedial action, taking into account the interests of the children employed.

To that extent, Signify expects Supplier to follow the three H's approach as set out in the ILO guide for employers on child labor²:

- a stop to underage **H**iring
- removing children from tasks where the risks from **H**azards are high
- reducing **H**ours to the legal level

A stop to underage **H**iring:

Supplier is expected to immediately stop the hiring of children. In this regard, it is of importance to improve age verification mechanisms.

Removing children from tasks where the risks from **H**azards are high

Supplier is expected to immediately

- Reduce the risk from hazards by improving workplace safety and health
- Remove adolescents from tasks and environments that are deemed hazardous for adolescents but not for adults (i.e. heavy loads, night work, heavy machinery)

These actions need to take place on a structural level rather than an incidental action, and need to be monitored as such.

Reducing **H**ours to the legal level

Supplier is expected to have knowledge on local law, as well as the age for completing compulsory education. Where hours are to be reduced, Signify expects Supplier not to reduce the income, as this would harm the interests of the child. Supplier is to investigate alternatives e.g. in hiring a family member – siblings or parents - or increase the wages of the parent if he or she also works for him. Further, Supplier is expected to offer the child a job, the moment a child has reached the legal working age.

Supporting Education

Signify expects Supplier to transfer the children to school, paying for their education until they reach the legal working age.

Child labor found in an audit

Should a case of child labor be identified during an audit, Signify expects Supplier to act in accordance with the guidelines as set out in this Chapter, in consultation with Signify. Next to that Signify and Supplier will agree to a time period within which the supplier will comply with the ILO norm.

² The guide can be found on www.ioe-emp.org/