

5.15 GYMSHARK SUPPLY CHAIN CHILD LABOUR AND YOUNG WORKERS POLICY

PURPOSE

Gymshark recognises the importance of a child's education. Whilst children are active in the workplace they are being denied the access to education, their right to a childhood and their physical and mental health and general wellbeing are at risk. Carrying out work that is hazardous, exploitative or harmful can have a detrimental impact on a child's health, wellbeing and development, and perpetuates existing social and economic inequalities. This is a deeply complex issue that is inextricable from the broader issues of poverty and economic development.

STATEMENT

The recruitment of child labour (directly or indirectly) is strictly prohibited in the Gymshark supply chain. This includes permanent, temporary, or casual labour, whether directly or indirectly employed by the management of the workplace, as well as children who have been trafficked or sold into work.

We require our supply chain partners to establish robust age-verification processes to prevent employment of children or underage workers. We also work to ensure that facilities respect local laws and international standards related to employing younger workers who are not children.

DEFINITIONS (as defined by the ILO Minimum Age Convention, 1973 (No.138))

Child Worker: A person aged 15 or under, or any higher age specified in local law, for starting full time employment or completing mandatory education.

Young Worker: A person who is above the minimum age of employment of 15 and below the age of 18, and is legally entitled to work.

SCOPE

This Policy applies to all parts of your company, including any affiliates and sub-contractors, which are involved in the manufacture and/or supply of goods and/or services to Gymshark. You are responsible for the dissemination, adoption, and implementation of this Policy within your company and for ensuring that your company adopts its own policies and procedures in your supply chain, the standards adopted should be as a minimum, equivalent to those standards required by Gymshark.

No Child Labour

No person should be employed or work if:

- They are less than 15 years of age unless local minimum age stipulates a higher age for work or mandatory schooling, in which case the higher age shall apply;
- They are below 18 years of age and engaged in any dangerous/hazardous work that might jeopardize their physical, mental or moral wellbeing because of its nature or the conditions under which it is carried out; or
- Minimum age requirements are not met for all persons engaged in any workplace apprenticeship programmes.

Young Workers

- Young Workers must not be employed through labour agents due to them being more vulnerable to exploitation than adults.
- Young Workers should be protected from hazardous work and any work that could inhibit their development or cause physical harm, including working overtime or at night; working with chemicals, machinery, or electrics; being exposed to dust, fumes or loud noise; working in confined spaces, at height, or in extreme heat or cold; lifting or carrying heavy loads. Risk assessments must be carried out to identify any specific hazards.

Supply Chain Partners:

- Must have a child labour policy in place with their employees, who must be trained on its implementation.
- Must ensure that the policy is communicated to all involved in the supply-chain.
- Must have management systems in place to ensure that no Child Labour is employed either directly or indirectly by the supply partner or any of its sub-contractors and labour providers.
- Must ensure all employment vacancy advertisements and postings should clearly define the minimum age requirements.
- Must ensure that children under the age of 15 must not be permitted in production areas at any time, this includes children of workers and management who live in factory accommodation or who attend care facilities on site. Production areas must be clearly identified and marked with appropriate signage.
- Must ensure that Young Workers on a skills development programme receive at least the minimum wage stipulated by local law and all of the above requirements should be followed for the programme.

REPORTING AND REMEDIATION

- Supply partners must immediately after identifying Child Labour, notify the Gymshark Sustainability Team.
- Supply partners must develop a personalised plan for remediation, the cost of which will be borne by your company. Whilst that remediation plan is in work, the child should not be formally dismissed, and wages must continue to be paid. The child must not be present at the site of work during this period.

GYMSHARK'S COMMITMENTS:

- We will not automatically terminate the trading relationship with a supply partner based on a report of Child Labour or breach of this Policy alone.
- We will support any supply partner through the process of remediation as outlined in, the best interests of the child are to be held above all else and appropriate remediation solutions are required, that improve the child's situation, including supporting access to education.
- We will work with our employees, supply partners and contractors to ensure a responsible approach is taken, through the provision of employee and supply partner training, and any assistance required in developing appropriate systems.

RELATED INFORMATION

[Child Labour Remediation Requirements document](#)

MONITORING AND REVIEW

The implementation of this policy will be monitored through Gymshark's Shared Fitness Programme.

This policy will be reviewed annually, and any changes communicated. Any comments or queries should be directed to the Head of Sustainability.