

## Young Workers Policy

### Young Workers (Child Labour Policy)

Drivers for insurance purposes and to comply with LGV driver legislation must be over 21 years of age to be employed by Backline.

The Backline policy for all other workers, including office staff and warehouse is for all workers to be over 18 years of age either directly or indirectly via 2<sup>nd</sup> tier suppliers.

Backline will always actively ensure we will not purchase or use any product that has been manufactured / distributed by underage workers from any country.

From time to time Backline will receive a request from a college to arrange work experience for a student. The arrangements will be made with a Backline Director who will assign the student to the care of a Backline Manager who will supervise and control all aspects of the placement and ensure a safe and suitable working environment.

An education and monitoring plan will be created for the student.