

	Document No.	Issue No	Title	Author	Approval Date
	FEI.POL.1.13	1	CHILD LABOUR REMEDIATION POLICY	AJ	26/02/2024

FEI Foods Ltd Child Labour Remediation Policy

FEI Foods Ltd is deeply committed to ensuring that our operations and supply chain are free from child labour. As indicated in our Labour Standards & Human Rights Code of Conduct Policy, child labour shall not be used, and this policy details our zero-tolerance approach to child labour and outlines our commitment to taking prompt and decisive action to address any instances of child labour identified within our operations or supply chain.

- **Leadership Commitment:** We are proud of our commitment to the ETI Base Code and are dedicated to upholding the rights and wellbeing of children. The rights of children will always be prioritised over commercial interests, and we will never accept child labour within our operations or supply chain. No new recruitment of children should take place. Where child labour is found, we are committed to engaging with the relevant supplier to intervene and develop a support framework that best preserves the long-term interests of the child.
- **Supplier Expectation:** Suppliers of FEI Foods Ltd must monitor their supply chains to ensure child labour is not being utilised. We expect suppliers to inform us immediately if child labour is found by contacting us on info@feifoods.co.uk or accessing our whistleblowing portal. Suppliers are required to have a remediation process in place and they must be wholly committed to its fulfilment when applied. Suppliers must ensure that all children identified have access to safe and adequate housing, are provided with meals, and are adequately protected from harm until they can be reunited with their family.
- **Supplier Commitment:** Suppliers and external manufacturing sites are expected to fully support all stages of the investigation and remediation process and cover any costs. We will continue to work with suppliers that identifies and escalates child labour found within their supply chain, provided the supplier fully contributes and engages with the remediation process and supports the best interests of the child. Where a supplier is not engaging with the remediation process, the working relationship will cease between both parties with immediate effect.
- **Risk Assessment, Monitoring and Due Diligence:** We will conduct regular risk assessments to identify and evaluate the risk of child labour within our operations and supply chain. We will implement robust due diligence processes to assess and monitor suppliers and subcontractors for compliance with our child labour policies.
- **Immediate Action and Investigation:** Upon identification of a potential case of child labour, we will take immediate action to investigate the situation thoroughly. This may involve conducting interviews, verifying age documentation and collaborating with relevant stakeholders, such as local authorities and any relevant child protection services. The child must stop work immediately and they must be given a comprehensive explanation on the situation and planned remediation.
- **Remediation Measures:** Appropriate remediation measures will be implemented to support any child found to be working within our supply chain. Working with the relevant supplier, we will afford the child appropriate protection as required by local law. We will develop a remediation plan specific to each child, ensuring the child has access to the relevant level of education, is safeguarded financially until a long-term solution is implemented, and has access to safe accommodation and living conditions. We will consult with the child and their guardian / family to ensure the support provided as part of the remediation plan is maximised. Where criminal activity is suspected, we will alert the appropriate authorities.
- **Ongoing Support:** Where a remediation plan has been implemented, we will continue to engage with the relevant supplier to ensure their hiring process is improved, further training is provided, root cause analysis is conducted and contact is maintained with the child to ensure they remain in education and do not revert to child labour with another employer.

Commitment, motivation, and involvement of each employee from the top down is the guarantee for the success of this policy.

Signed:



Simon Lewis
Managing Director

Date: 26/02/2024

Signed:



Aled Jones
Head of HR

Date: 26/02/2024