



Prevention of Underage Labour Policy

1. Introduction

Ashley Cleaning Services Limited is committed to ensuring that no underage labour is used in any part of our operations or supply chain. This policy outlines our commitment to preventing child labour and ensuring compliance with all relevant laws and international standards.

2. Compliance with Laws and Standards

We strictly adhere to all applicable local, national, and international laws and regulations regarding child labour. This includes compliance with the International Labour Organization (ILO) conventions and the United Nations Convention on the Rights of the Child.

3. Definition of Child Labour

Child labour refers to any work that deprives children of their childhood, their potential, and their dignity, and that is harmful to their physical and mental development. This policy defines a child as any person under the age of 18.

4. Supplier Code of Conduct

Our Supplier Code of Conduct explicitly prohibits the use of child labour. All suppliers are required to comply with this Code as a condition of doing business with Ashley Cleaning Services Limited.

5. Due Diligence and Monitoring

We conduct regular due diligence and monitoring of our supply chain to ensure compliance with our child labour policy. This includes:

- **Supplier Assessments:** Evaluating suppliers based on their labour practices and compliance with our Supplier Code of Conduct.
- **Audits and Inspections:** Conducting regular audits and on-site inspections of suppliers to verify adherence to our child labour policy.
- **Reporting and Accountability:** Suppliers must report any instances of child labour or non-compliance with our policy. We hold suppliers accountable for addressing and rectifying any violations.

6. Training and Awareness

We provide training and resources to our employees and suppliers to raise awareness of child labour issues and the importance of compliance with our policy. This includes:

- **Employee Training:** Training all employees on our child labour policy and their role in preventing underage labour.
- **Supplier Engagement:** Engaging with suppliers to ensure they understand and comply with our child labour policy.

7. Corrective Actions

In the event of a violation of our child labour policy, we take immediate corrective actions, which may include:

- **Remediation Plans:** Working with the supplier to develop and implement a remediation plan to address the violation and prevent future occurrences.
- **Termination of Contracts:** Terminating business relationships with suppliers who fail to comply with our child labour policy or do not take appropriate corrective actions.

8. Continuous Improvement

We are committed to continuously improving our efforts to prevent child labour in our supply chain. This includes regularly reviewing and updating our policies, procedures, and practices to ensure they remain effective and aligned with best practices.

9. Conclusion

Ashley Cleaning Services Limited is dedicated to upholding the highest standards of ethical conduct and human rights. By implementing this Prevention of Underage Labour Policy, we aim to ensure that no underage labour is used in our operations or supply chain, contributing to a safer and more equitable world for children.

