

# CHILD LABOUR POLICY



Northern Tobacco (Private) Limited, (NT) is committed to the production of quality tobacco in Zimbabwe and recognizes that its operations have an impact on local communities and the environment at all levels. To this end, NT will work actively to tackle child labour in tobacco growing.

NT strives to provide a conducive working environment that is characterized by equality and mutual respect. NT will not tolerate the use of child or forced labour, nor the exploitation of children in its operations, facilities or by its growers.

In terms of the International Labour Organisation (ILO) Convention (No. 138) which has been ratified by Zimbabwe, the term “child labour” applies to work that deprives children of their childhood, their potential and their dignity and that is harmful to their physical and mental development. It refers to work that:

- ◆ Is mentally, physically, socially or morally dangerous and harmful to children; and
- ◆ Interferes with their schooling by;
  - Depriving them of an opportunity to attend school;
  - Obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

Therefore:

- ◆ No one under the age of 18 will be directly employed in work that is hazardous to their health, safety and well-being;
- ◆ No one under the age sixteen (16) will be directly employed.

In carrying out business both NT and its growers:

- ◆ Will not employ children as defined by the ILO Conventions, notwithstanding national or local legislation;
- ◆ Comply with all legislation relating to child labour, including but not limited to those related to wages, hours of work and working conditions;
- ◆ Is against all forms of child exploitation and will not provide employment to children until they have reached the legal age at which they complete their compulsory education;
- ◆ Ensure that all stakeholders, suppliers, contractors etc. comply with the requirements of this policy. Failure to do so may result in the discontinuation of the business relationship.
- ◆ It is the responsibility of the Sustainability and Compliance Manager to implement and ensure compliance.

NT commits to:

- ◆ Ensuring the implementation of this policy and other child labour policies to all employees, growers and other
- ◆ Training of its employees, growers and other stakeholders on the requirements of this policy in general and the need to eradicate child labour in tobacco growing both before and after the implementation process and thereafter on an ongoing basis.
- ◆ Monitoring its employees, growers and other stakeholders to ensure compliance with this and other policies relevant to child labour