

Child Labour and Young Workers Policy

CONTROLLED

Trederwen Springs (2008 Ltd) is organisation is committed to safeguarding and promoting the welfare of all young workers. We recognise our responsibility to provide a safe working environment that protects young people from harm, abuse, exploitation, and inappropriate behaviour.

For the purposes of this policy, a young worker is any person - who is legally entitled to work i.e., above the minimum age of employment of 16 and below the age of 18.

Our commitments:

- We support the employment of Young Workers at our factory and in our supply chain provided that they do not perform hazardous work and there are adequate precautions in place for their protection.
- We support formal work-based training or apprenticeship programs that enable Young Workers to learn new skills.
- A risk assessment shall be carried out before employing a young worker.
- We will restrict young workers from hazardous activities and areas.
- We will provide appropriate supervision at all times.
- We will obtain parental or guardian consent where required.
- We will ensure working hours comply with legal limits.
- We will implement clear safeguarding procedures.
- We will protect the rights of Young Workers and remedy any instances of child labour breaches.
- We will not engage in or condone the unlawful employment or exploitation of children (Persons under 16 years) in the workplace or the use of forced labour in our own operations or supply chain.
- Control measures are to present or introduced which eliminate or minimise any risks, so far as reasonably practicable. We will not expose young workers to hazardous tasks.
- We will not employ a young person for work which is beyond their physical or psychological capability.
- Young Workers will be paid at least minimum wage for every hour worked including any training time.

If a Young Worker is found to be performing hazardous work remedial action is to be taken. We will communicate this policy to all staff make it available to interested parties including contractors working on our behalf so they are aware of their responsibility and accountability for compliance with this policy.

A Designated Safeguarding Lead (DSL) will be appointed to lead the safeguarding of young workers. The Directors have overall responsibility for the maintenance of this policy.

Approved by Dave Rippon



Operations Director.

Date 15 January 2026