

ENGINEERED SYSTEMS (ELECTRICAL) LTD
Unit 1 Waterside Industrial Park, Waterside Road,
Leeds, LS10 1RW

CHILD LABOUR POLICY

PURPOSE:

ENGINEERED SYSTEMS (ELECTRICAL) LTD are aware that child labour still occurs in many countries, and we are committed to working actively against the use of child labor within our company and its supply chain. We respect the different cultures and values in the countries where we operate and source products and supplies from, but that will not mean that we compromise on the basic requirements regarding the Rights of Children.

SCOPE:

The aim of this policy is to make it clear to our staff, suppliers, contractors, agents and all other individuals and businesses with whom we work that we do not accept child labor, and our aim is to eradicate it from our supply chain.

CONTROL MEASURES:

ENGINEERED SYSTEMS (ELECTRICAL) LTD SHALL:

- Comply with relevant legislation for Young Persons (under 18) employed by the company, carry out appropriate risk assessment and not expose them to risks because of their lack of maturity or experience etc.
- Ensure that Young Persons (under 18) employed by the company receive appropriate employment protection and wages and work suitable times and hours.
- Gather relevant information and view documentation to verify a worker's date of birth.
- Adhere to the standards set out by the International Labor Organization with regards to the employment of children and young people and expect all of our suppliers to do the same.
- Support the United Nations Convention on the Rights of the Child.
- Communicate this policy to all relevant parties and require that relevant individuals read and understand it and report to us any behavior that they feel does not comply to the standards outlined.

ENGINEERED SYSTEMS (ELECTRICAL) LTD SHALL NOT:

- Accept the use of child labour within our company or supply chain.
- Recruit children who have not reached the compulsory school leaving age.

ENGINEERED SYSTEMS (ELECTRICAL) LTD require all companies with whom we work, to adopt their own policies and procedures to enable them to comply with this policy and ensure that no child labor takes place at their premises or on those of their subcontractors and suppliers.

CONSEQUENCES OF NON-COMPLIANCE:

If child labor is found at any place of production, we require the supplier or other business we work with to implement a corrective action plan within a suitable time limit.

Any corrective action plan must take the children's best interests (family/social situation, level of education etc.) into consideration and care should be taken not to move child labor from our supplier's workplace to someone else's.

Where we find that our suppliers or other companies that we work with have breached this policy, committed repeat violations or failed to take corrective action within a suitable time limit, may lead to termination of any working agreement or contract with them.

Signed by the executive responsible for Child Labour:



Michael Keith
Managing Director
Date: 28th August 2025