

CHILD LABOUR POLICY

Introduction

One of the AEC core values is to uphold responsible and fair business practices.

We are committed to promoting and maintaining the highest level of ethical standards in relation to all of our business activities.

AEC therefore has a zero-tolerance policy towards child labour within its supply chain and is committed to acting fairly and with integrity in all of its business dealings and relationships.

Purpose and scope of policy

This policy sets out the AEC's position on the use of child labour within its supply chain and has put together the following guidelines:

1. Working with our supply chain to ensure that the supplier complies with relevant standards, rules and regulations, not just within the UK but in any other country which the Company may carry out its business or in relation to which its business may be connected.
2. Enabling employees and people associated with AEC to understand the risks connected with the use of child labour within the supply chain and to encourage them to be vigilant and effectively recognise, prevent and report any wrongdoing.
3. Providing suitable and secure reporting and communication channels and ensuring that any information that is reported is properly and effectively dealt with.
4. Creating and maintaining a rigorous and effective framework for dealing with any suspected breaches of this policy.

This policy applies to all permanent and temporary/fixed term/casual employees of AEC.

All employees and associated persons are expected to adhere to the principles set out in this policy.

Policy Statement

AEC will not tolerate the use of child or forced labour in any business relationship.

We will not tolerate the exploitation of children or their engagement in unacceptably hazardous work. Work within the delivery of asbestos analytical services is not allowed by law to under 18-year olds.

We expect our suppliers and contractors with whom we do business to uphold the same standards. Should a pattern of violation become known to AEC, we shall discontinue the business relationship.

For the purposes of these principles, a child is anyone who is less than 15 years of age.

AEC supports student / work placements and apprenticeship education for younger persons as well as seasonal employment so long as such persons are closely supervised and their morals, safety, health, and compulsory education are not compromised in any way. We expect the same of our suppliers and contractors.

AEC expect suppliers to certify that they do not currently employ, and will not in the future employ, directly or indirectly, or through any subcontractor, any child to perform work who is under fifteen (15) years of age, or eighteen (18) years of age in the case of hazardous work, in violation of relevant laws and regulations.

Sanctions for breach

A breach of any of the provisions of this policy will constitute a disciplinary offence and will be dealt with in accordance with the AEC's disciplinary procedure. Depending on the gravity of the offence, it may be treated as gross misconduct and could render the employee liable to summary dismissal.

As far as associated persons are concerned, a breach of this policy could lead to the suspension or termination of any relevant contract, sub-contract or other agreement.

Monitoring compliance

AEC has in place a supply chain team who have responsibility for ensuring compliance with this policy and will review its contents annually.

They will be responsible for monitoring its effectiveness and will provide regular reports in this regard to the directors of the company who have overall responsibility for ensuring this policy complies with the company's legal and ethical obligations.

Training

AEC will provide training to all employees to help them understand their duties and responsibilities under this policy. AEC has a zero tolerance approach to the use of child labour within its supply chain and this will also be communicated to all business partners at the outset of the business relationship with them and as appropriate thereafter.

 Director Signature

18/06/18 Date