

Lindex Child Labour Action Plan

Introduction

This action plan is developed in order to provide guidance to internal Lindex teams if child labour is found in factories which produce for Lindex.

Definition of child labour

Child labour refers to the employment of children in any work that deprives children of their childhood, interferes with their ability to attend regular school, and that is mentally, physically, socially or morally dangerous and harmful.

A child is defined as a person below 15 years of age or 14 years of age in countries referred to in article 2.4 of the ILO convention 138. If the local law states a higher age, the law must be followed.

Responsibility of Lindex and Supplier in case of child labour is found

If an underage child is found at a supplier/factory which produces for Lindex the following steps will be taken:

1. An investigation will be made and the child labour record sheet will be filled out by Lindex staff.
2. Lindex will contact the Supplier/Factory and the parents of the child and invite them for a meeting.
3. An action plan will be developed between the parties and signed by supplier and the child's parents or lawful guardians. If possible, an NGO will be involved in these proceedings.

Action plan

1. The child will go back to school and it is the responsibility of the parents or lawful guardians to see to that this is done.
2. The child will receive salary (monthly or total in advance) paid by the Supplier until it reaches legal age.
3. The paid salary should not be below the legal minimum wage.
4. The Supplier gives a written guarantee that the child will have the possibility to come back to the same job upon reaching legal age or graduates from school.
5. The parents will give a written guarantee that the child will not go to work at another place, but stay at home and attend school.

Child labour record sheet

Date	
Lindex Supplier	
Address	
Telephone	
Contact person	
E-mail	
Production Unit	
Address	
Telephone	
Contact person	
E-mail	
Children found	
Name	
Birthday – age	
Employment date	
The legal age of working	
The date when the child may legally go back to work	
Duty/department	
Met in Hazardous area (i.e. chemicals, washing etcetera.)	
Full time/part time/apprentice	
Attends school	
Salary	
Legal minimum wage	
Parents name	
Address and telephone	
Name and contacts to reporting person	