



Child Labour and Right-to-Work Commitment Policy

Bluemay is committed to fair and lawful employment practices. We prohibit child labour and require all employees and contractors to have legal authorisation to work.

Child Labour:

- No one under the legal minimum working age will be employed.
- Workers under 18 will not perform hazardous or unsafe work.
- Supervisors must verify age and eligibility before hiring.
- Suppliers and contractors must also comply; use of child labour may lead to termination of contracts.

Immigration Compliance:

- All employees must have valid work authorisation.
- Documentation must be verified before starting work.
- Changes in work status must be reported immediately.
- No one may knowingly hire or employ unauthorised workers.

Responsibilities:

- **Management:** Ensure compliance and training, verify documents and report concerns and as with all new employees, any relevant risk assessments are undertaken.
- **Employees:** Follow this policy and report violations.
- **Suppliers/Contractors:** Adhere to the same standards.
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Reporting:

Any suspected breach must be reported to a Manager or Director. Reports will be treated confidentially and without retaliation.