



Child Labour and Right-to-Work Commitment Policy

Bluemay Weston 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.

Reporting:

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