RECRUITMENT POLICY ON

CHILD LABOUR AVOIDANCE.

NEW SUPERSTAR MANPOWER (PRIVATE) LIMITED.

Address:- No:14A, Highlevel Road, Maharagama, Sri Lanka

Telephone No:- +94-112840008, +94-112842221

Website:- www.newsuperstarmanpower.com

Email:- supersta@sltnet.lk

Fax:- 0094112840724

New Super Star Manpower (Pvt) Ltd. (L.L.No-2517)

(Manpower Suppliers for garment factories)

Company Policy For Child Labor Avoidance

1. Introduction.

THE COMPANY.

It is with great pleasure and privilege that we introduce New Super Star Manpower (Pvt) Ltd, being a limited liability company in Sri Lanka manage to achieve 4-star grade by the government of Sri Lanka in recognition of the dedicated service in the field of manpower recruitment agency services rendered to the foreign companies by providing the service of skilled, disciplined and hard-working employees. We are registered in Sri Lanka under labor license No.2517 issued by the Sri Lanka Bureau of Foreign Employment (SLBFE) in the year 1999.

RECRUITING POLICIES & PROCEDURES.

CHILD LABOUR AVOIDANCE

2. Preview:

The International Labor Organization (ILO) defines child labor as "work situations where children are forced to work on a regular basis to earn a living for themselves and their families, and as a result they remain backward educationally and socially in a situation which is exploitative and harmful to their health and to their physical and mental development. The children are separated from their families, often deprived of educational and training opportunities and they are forced to lead prematurely adult lives (ILO)". The worst forms of child labor are those situations where children work more than nine hours in a day; earn less than a minimum wage or no wages at all; work in hazardous conditions for health and safety; have no access to education; and, work outside of their family's home.

In **Sri Lanka**, the law defines **children** as beings below the age of 18 years, and stipulates that all **children** must attend school until they reach the age of 14 years. **Sri Lanka** has signed and ratified ILO Convention 138 on the Minimum Age for Employment and C182 on the Worst Forms of **Child Labour**.

Thereafter they are conditionally eligible to enter the labour market.

However serious issues exist with regard to the gap between 14 years and 18 years, during which many children are either trafficked or enter the hazardous labour sector, the effects of which can be harmful to their health, morals and safety.

- Hazardous child labour is defined by Article 3 (d) of ILO Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, 1999 (No. 182) as: (d) Work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

3. Child Labour.

Child labour is a violation of fundamental human rights and has been shown to hinder children's development, potentially leading to lifelong physical or psychological damage. Evidence points to a strong link between household poverty and child labour, and child labour perpetuates poverty across generations by keeping the children of the poor out of school and limiting their prospects for upward social mobility. This lowering of human capital has been linked to slow economic growth and social development. Recent ILO studies have shown that the elimination of child labour in transition and developing economies could generate economic benefits much greater than the costs, which are mostly associated with investment in better schooling and social services. The fundamental ILO standards on child labour are the two legal pillars of global action to combat child labour.

Selected relevant ILO instruments

a) **Minimum Age Convention, 1973 (No. 138)** -[ratifications]

This fundamental convention sets the general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed.

b) **Worst Forms of Child Labour Convention, 1999 (No. 182)** - [ratifications]

This fundamental convention defines a "child" as a person under 18 years of age. It requires ratifying states to eliminate the worst forms of child labour, including all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; child prostitution and pornography; using children for illicit activities, in particular for the production and trafficking of drugs; and work which is likely to harm the health, safety or morals of children. The convention requires ratifying states to provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration. It also requires states to ensure access to free basic education and, wherever possible and appropriate, vocational training for children removed from the worst forms of child labour.

Children employed in child labour are considered exploited, because they are invariably:

- Denied their childhood,
- Unable to attend school and obtain an education, and;

- Have no demand driven skills and are thus invariably engaged in work that is exploitative in nature.

According to ILO/ IPEC (International Programme on the Elimination of Child Labour), The term "child labour" is often defined as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

In its most extreme forms, child labour involves children:

- Being enslaved, separated from their families,
- Exposed to serious hazards and illnesses and/or
- Left to fend for themselves on the streets of large cities – often at a very early age.

Whether or not particular forms of "work" can be called "child labour" depends on:

- The child's age,
- The type and hours of work performed,
- The conditions under which it is performed and
- The objectives pursued by individual countries.

Laws in Sri Lanka, prohibit and/ or regulate the employment of children.

- The National Child Protection Act No. 50 of 1998, states in Article 39, that a child means any person under 18 years of age.
- The Constitution of Sri Lanka (1978) by **Article 12** - Rights to equality; under **Article 12(4)** states no law can be made to prevent the advancement of women, children or disabled persons.
- The Employment of Women, Young Persons and Children' Act (EWYPC) is the main law pertaining to work by children.
- Other laws are: Estate Labour (Indian) Ordinance,
- Factories Ordinance,
- Mines and Minerals Law
- Shop and Office Employees' Act.

Protections available under the (EWYPC) No. 8 of 2003 and Amendment Act of 2006.

- All old references to permitting child labour have been replaced by the provisions contained in the (EWYPC) No. 8 of 2003 and Amendment Act of 2006.
- **Section 13** was repealed and the following substituted in the Amendment Act of 2003:
  - No child shall be employed except under the terms mentioned in the Act.
  - Where a child is employed in contravention of the provisions of subsection, the employer shall be guilty of an offence chargeable in the Magistrate Court.
  - The employer can be fined or imprisoned or both and;
  - The Magistrate could also order the employer to pay compensation to the child in question.

- **Section 14 states that:**
  - A child may not be employed except:

- by his parents or guardian in light agricultural or horticultural work or,
- similar work carried on by members of the same family
- before the commencement of regular school hours or after the close of school hours ;
- in any school or other institution supervised by a public authority and imparting technical education or other training for the purpose of any trade or occupation.

➢ Section 20 states that children under the age of eighteen cannot take part in performances which endanger their life or limb.

Definition of hazardous work by children:

Hazardous labour for children is defined in ILO C 182 Article 3(d) and R 190 as:

a. work which exposes children to physical, psychological or sexual abuse;
b. work underground, under water, at dangerous heights or in confined spaces;
c. work with dangerous machinery, equipment and tools, or which involves the manual handling or transport of heavy loads;
d. work in an unhealthy environment which may, for example, expose children to hazardous substances, agents or processes, or to temperatures, noise levels, or vibrations damaging to their health;
e. work under particularly difficult conditions such as work for long hours or during the night or work where the child is unreasonably confined to the premises of the employer.

- The Shop and Office Employees Act No. 19 of 1954 prohibits the employment of children under the age of 14 years in a shop or office. Children between the ages of 14 and 18 years cannot be employed before 6 a.m. or after 6 p.m. except in specified types of employment.
- Wages of children above 14 years in trades legislated under the Minimum Wages Ordinance will be determined by the Wages Boards of the related trades.

Punishment given to employers of children:

- The penalty for employing children in violation of the Employment of Women, Young Persons and Children Act 8 of 2003 varies from Rs 5,000 to Rs 10,000 fines, imprisonment of not less than 12 months or both.

4. Policy & Procedures.

New Super Star Manpower (''NSM'') endeavours to provide a conducive working environment that is characterized by equality and mutual respect.

The company will not tolerate the use of child or forced labour, nor exploitation of children in any means.

New Super Star Manpower (''NSM'') is committed not to recruit any child labour (below that 18 years old) and any kind of bonded labour. Age should be 18 years or above 18 years is required to apply for any job from NSM. Candidates must show their original citizenship certificate (birth certificate), National Identity Card (NIC) or driving license or any other government issued documents that shows their age along with their Passport to verify the age at the time of job applied.

Bonded labour refers to situation in which person are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity paper or threats of denunciation.

So, NSM does not ask any candidate or workers or applicants to deposit any original documents like academic certificates, citizenship, passport and other documents and any money as security bond and applicants do not need to pay any fee and cost for getting job from NSM.

Similarly, NSM will not provide any loans to the candidates or workers or applicants and not allowed to any other parties to provide loan to workers to avoid debt bondage and forced labour.

Management team is responsible to ensure that there is no forced or bonded labour or child labour.

In the conduct of its business, NSM:

- **Will not employ** children that falls into the definition as stipulated by ILO Convention, national law or local regulation;
- **Is against** all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these Principles become known to NSM and not be remediated, we will take serious action, including discontinuation of the business relationship;
- It is the responsibility of local management and Human Resource Department to implement and ensure compliance with these policies & procedures.
- Ensure that in all aspect children are excluded in offering job opportunities.

Approved & Endorsed By

Managing Director
New Super Star Manpower (Pvt) Ltd

Revised On - 6th April 2026