In COMPANY NAME, it will not be accepted or tolerated in that children under 18 years of age work in activities on a remunerated basis and, neither, in agricultural or industrial activities supporting family members or individuals in general, when such work and activities prove to be dangerous and detrimental to the physical, mental, or moral well-being of the child and/or that interfere with his/her school education.

To achieve this purpose, it is intended to use as the basis for confirmation of age for the recruitment of employees the voter’s credential with photograph (ANY other official identification with photograph that indicates the birth date); or, if not, the passport and/or migration card, both documents specifying the date of birth.

It shall be communicated in a clear and periodic manner to all field and administrative employees, as well as to suppliers, that child and youth work outside the limits permitted by law is unacceptable and will be subject to unappealable penalties and definitive suspension of any employment or commercial relationship with offenders.

It is the responsibility of COMPANY NAME to establish a supervising and monitoring mechanism, in addition to a protocol of procedures and sanctions, leading to the implementation of this policy.

**Child Labor Remediation Policy**

This policy is effective as of the DAY of the MONTH OF THE YEAR. All minors that were working in field activities will be relocated to work that the Act does not classify as dangerous.

In addition, COMPANY NAME will seek to work with all the means at its disposal in the education of these minors, as a way to guarantee their due process of affective, emotional, and intellectual maturation, and to take them away at the same time from the fields. This is done through a reintegration plan that will be worked on with each of the cases at the individual level.

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| ***Name***  General Manager  Date: MM/DD/YYYY |  |