

Currys plc Child Labour Remediation Policy



Introduction

Currys plc ('the Company') has a responsibility to ensure the welfare and protection of any child identified within its business or supply chain.

A 'child' is defined as a person or persons yet to reach their 15th birthday, or any higher age specified in national or local law for completing mandatory schooling or beginning full time work. In strictly limited circumstances, where national and local law sets a minimum working age of 14 years, ILO Convention 138, relating to developing country expectations, can support this lower minimum age definition.

The Company is committed to sourcing products responsibly as part of a wider sustainability programme, and in support of our Vision and social purpose to help everyone enjoy amazing technology.

This Policy is endorsed by our Group Board.

What is expected of our suppliers/how will we support?

This Policy applies in addition to your expected compliance with all relevant national and international legislation.

Child labour and the recruitment of child labour is prohibited.

If any instance of child labour is identified in the supplier's business or its own supply chain, they shall immediately inform the Company by emailing responsible.sourcing@currys.co.uk and copying in their usual Company contact. The Company will then collaborate to:

- Ensure the immediate safety of the child
- Confirm the child's physical and mental health status as well as the relevant circumstances surrounding the child
- Take into account the best interests of the child, work with the child, and his/her family or caregiver, or a third-party child rights organisation to find an appropriate remedial solution.
- When an appropriate remediation program is identified and the child and his/her family agree to such remediation program, the Company will collaborate with its supplier to ensure there is no financial detriment to the child, or their dependants, and no breach of their human rights. This financial support shall enable the child to remain in the agreed remediation program until he/she reaches the minimum working age.

Actions and Consequence

We ask suppliers to share the expectations of this Policy with their own supply chain.

We want to build strong, long term relationships with our suppliers and will always seek to collaborate to resolve any issues in relation to these issues as the first option. If necessary, we may need to delist a supplier and/or terminate their contract in response to non-compliance.

The Company will seek and act on advice from external agencies and organisations where appropriate and review its Child Labour Remediation Policy when required.

Supporting and related documents

The documents listed below should be read in conjunction with this Policy:

- Currys Standards for Responsible Sourcing
- Currys Modern Slavery Policy
- Ethical Trade Initiative (ETI) Base Code

Document Control

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