

Currys plc Child Labour Remediation & Young Worker Policy



Introduction

As a global business, Currys plc understand the risk of child labour. We have a duty to ensure the welfare and protection of any child or young worker identified within our own operations and our supply chain.

Currys plc are committed to operating a responsible business and will work with suppliers to give our colleagues and customers peace of mind that the products and services we sell and use are free from child labour and exploitation.

The provisions of this Policy are derived from and aligned with the following internationally recognised standards:

- [International Labour Organisation](#)
- [UK Modern Slavery Act 2015](#)
- [Responsible Business Alliance Code of Conduct](#)

This Policy is endorsed by our Group Board.

Definitions

The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is the highest. 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.

A “young worker” refers to any worker under the age of 18.

Who does the Policy apply to?

All Suppliers must comply with this Policy. ‘Suppliers’ refers to all entities that provide goods and/or services, whether to or on behalf of Currys plc or its subsidiaries. This includes contractors, outsource partners and shop-in-shops, joint ventures and franchisees.

What is expected of our suppliers?

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 strictly prohibited.

We expect our suppliers to monitor their supply chains to ensure child labour is not being used. Age verification checks should be completed and recorded during the recruitment process. Due diligence processes must be in place to ensure third party contractors are not employing child labour.

If any instance of child labour is identified in the supplier's business or its own supply chain, they shall ensure that the child stops work immediately and the next steps of the process are explained to them, A review must then be conducted to understand how this occurred so that corrective and preventive measures can be put in place as appropriate. Currys must be immediately informed of any instance of child labour by emailing responsible.sourcing@currys.co.uk and copying in the suppliers usual Currys contact. We will then collaborate to:

- Ensure the immediate safety of the child.
- Consult with trusted local professionals to confirm the child's physical and mental health status as well as any other relevant circumstances surrounding the child such as whether there is evidence of other criminal activity or trafficking.
- Act in the best interests of the child, work with the child, and their family/caregiver, or a third-party child rights organisation to find an appropriate remediation plan. The plan should:
 - Provide the opportunity for the child to re-enter education.
 - Ensure the child has safe living conditions and that there is no financial detriment to the child, or their dependants, and no breach of their human rights.
 - Ensure the financial support enables the child to remain in the agreed remediation program until they reach the minimum working age or until an alternative long-term solution has been agreed with the child and their family (e.g. employing an unemployed adult member of the family in place of the child).
 - Ensure the child can access training or counselling if necessary to support their wellbeing and development.
 - Document actions taken throughout the remediation process.

To follow up, the supplier must conduct a review to identify and address gaps in the recruitment process which led to the child working on site. The supplier must also keep a record of the child's address and contact details to ensure they are kept from falling back into child labour.

Where young workers are concerned, the supplier should ensure that the worker is not subjected to any hazardous working conditions which could adversely affect their health and safety. Young workers should not therefore be working overtime or night shifts.

Suppliers are expected to share the requirements of this Policy with their own supply chain.

Actions and Consequence

We want to build strong, long-term relationships with our suppliers and will always seek to collaborate to resolve any issues in relation to child labour and/or young workers as the first option. If the supplier fails to engage with the remediation process, we may need to delist the supplier and/or terminate their contract.

We will seek and act on advice from external agencies and organisations where appropriate and review and update our Child Labour Remediation & Young Worker Policy at regular intervals.

Supporting and related documents

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

- [Currys plc Standards for Responsible Sourcing](#)
- [Currys plc Conflict Minerals Policy](#)
- [Currys plc Anti-Modern Slavery & Human Trafficking Policy](#)
- [Responsible Business Alliance Code of Conduct](#)

If you require further information and assistance in relation to compliance with this Policy, please contact responsible.sourcing@currys.co.uk.

To report a breach of this Policy anonymously you can make a report online at currys.ethicspoint.com or on mobile devices at <https://currys.navaxone.eu>. Alternatively, please phone the confidential hotline below.

Country	Freephone Hotline Number
China	400 120 0150
Czech Republic	800 144 497
Denmark	80 83 10 12
Finland	800 413 819
Hong Kong	800 933 006
Norway	800 62 294
ROI	1800 851 102
Sweden	020 88 16 07
UK	0808 196 5789

Document Control

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