



ORGANIZATION

The Centre for Child Rights and Business, Hong Kong
pledges to

**Intensify its efforts to eliminate the
worst forms of child labour**

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Name:

The Centre for Child Rights and Business' Joint Action Pledge

Description:

The Centre for Child Rights and Business (The Centre), together with the companies and organisations listed below, are committed to intensifying our efforts to eliminate the worst forms of child labour. To achieve this, during 2021 The Centre and its Joint Pledge Partners will join forces to work together on common objectives towards the elimination of child labour, with a collective focus on further extending due diligence, remediation, and monitoring activities to increase understanding of child labour in supply chains; delivering programmes to create decent opportunities for young workers; building the capabilities of companies and their suppliers to address child labour risks through training and support; offering practical support to parent workers and their children through practical family-friendly workplaces programmes; working collaboratively as a group to share learnings; and establishing best practice approaches to address child labour in new countries and regions, including Mexico, Central and Latin America.

The Centre will collaborate with the following Joint Pledge Partners to accomplish the above goals:

- Amazon
- Aldi North group
- Aldi South group
- Arena A.P.A
- Colosseum
- IKEA
- Mekong Timber Plantations
- Morrisons
- REWE group
- VF Corporation
- Varner

Implementation plan:

"The Centre for Child Rights and Business and its Joint Pledge Partners will take actions in the following five activity areas to implement our joint 2021 Action Pledge Towards the Elimination of Child Labour*:

1. Further extending child labour due diligence, remediation and monitoring activities

During 2021, The Centre and Joint Pledge Partners will further extend child labour due diligence, remediation and monitoring activities, including:

- Reviewing child labour policies and management systems on child labour prevention and remediation
- Strengthening processes for effective child labour remediation, including requirements for staff to follow if child cases are identified
- Conducting child rights and child labour risk assessments to increase understanding of child labour risks and hotspots beyond tier one, with outcomes to inform further work on child labour

2. Accelerating action to create decent work for young workers

In 2021 Centre and its Joint Pledge Partners will accelerate action create to decent work opportunities for young workers in supply chains, including:

- Supporting suppliers to identify and addressing hazardous work risks for young workers and create safe, supportive works environments for young workers
- Connecting out-of-work or disadvantaged youth looking for decent work and training opportunities with factories wishing to cultivate a motivated, young workforce
- Delivering Youth Development Programmes for young workers

3. Building capability to address child labour

The Centre and its Joint Pledge Partners will increase efforts to build capacity to address child labour in supply chains in 2021, including:

- Delivering training sessions on child labour prevention and remediation to company staff, factory managers, productions site managers, HR staff and community leaders
- Ensuring all relevant staff are aware of the key steps in child labour remediation if cases are identified
- Reviewing supply chains to better understand purchasing practises and to understand potential child labour risks

4. Creating Family-Friendly Workplaces

Further action will be taken by The Centre and its Joint Pledge Partners during 2021 to create Family-Friendly Workplaces (FFW) in supply chains, including:

- Piloting (or expanding) support structures where children of supply chain workers have limited access to childcare and/or schools to reduce child labour risks
- Piloting other FFW activities in supply chains to support parent workers and their children.

5. Collaborating to maximise impacts

The Centre and its Joint Pledge Partners will work together as a group towards common objectives to further scale efforts to address child labour during 2021, sharing learnings and exchanging best practice to overcome obstacles and to help facilitate effective implementation of our joint actions to address child labour.

Additionally, The Centre will leverage its experience and expertise in addressing child labour to support the setup of a new Centre for Child Rights in Mexico which will offer support to business in Mexico and Central / Latin America to prevent and remediate child labour and advance child rights.

Whilst Joint Pledge Partners are not required to take action in all five areas, as a minimum each company is expected to make meaningful progress in working towards at least one of the action areas by December 2021.

Impact:

The Centre and its Joint Pledge Partners will work collectively as a group to implement actions in supply chains that will:

- increase levels of understanding and information about child labour risks in supply chains of our Joint Pledge Partners
- strengthen the capability to address child labour risks
- initiate preventative measures for child labour, such as creating decent work opportunities for youth, and implementing family-friendly workspaces programmes
- maximize effective implementation of programmes to address child labour, through active information sharing and best practice exchange to create widespread impact
- collaborate with the newly set up partner organisation EL Centro Mexico (also a partner of this pledge) enabling us to take these activities to Central and South America, and intensify child labour prevention and remediation efforts with EL Centro's local partners in Mexico

Working together as a group, we aim to have achieved the following by December 2021:

- 6 companies will have strengthened requirements for staff to follow if child cases are identified

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- 6 companies will have reviewed and strengthened child labour remediation processes
- 6 companies will have updated and strengthened their child labour policies and guidelines for companies
- 7 companies will have delivered at least 14 training sessions on child labour prevention and remediation reaching a total of 250+ training participants including company staff, factory managers, production site managers, HR staff and community leaders
- 3 companies will have piloted (or expanded) support structures where children of supply chain workers have limited access to childcare and/or schools
- Conducted child rights and child labour risk assessments in the supply chains of 4 companies to identify child labour risks and hotspots
- Delivered training to 70 key staff to strengthen awareness of the next steps in child labour remediation
- Implemented 3 young worker development pilot programs to create decent work for young workers
- Piloted 10 family-friendly workplaces at 10 supplier factories
- Reviewed 3 supply chains to better understand purchasing practices and to understand potential child labour risks
- Delivered training and support to the Centre for Child Rights in Mexico which will offer support to business in Mexico and Central / Latin America to prevent and remediate child labour and advance child rights