

1. Introduction

CV Services Group (CV) is dedicated to maintaining high ethical standards and ensuring compliance with Australian and International law regarding child labour. This policy standards outlines CV's commitment to preventing the use of child labour in our operations and supply chain.

2. Definition of Child Labour

For the purposes of this policy, child labour is defined as work that:

- Is harmful to the health, safety, or morals of children.
- Interferes with their schooling, including depriving them of the opportunity to attend school, obliging them to leave school prematurely, or requiring them to combine school attendance with excessively long and heavy work.

3. Legal Framework

This policy standard aligns with Australian legislation and international conventions, including:

- The Fair Work Act 2009 (Cth).
- The Work Health and Safety Act 2011 (Cth).
- The Education and Care Services National Law Act 2010.
- The United Nations Convention on the Rights of the Child (CRC).
- The International Labour Organization (ILO) Conventions No. 138 and No. 182.

4. Policy Statement

CV strictly prohibits the employment of children in any capacity that contravenes Australian law or international standards. Specifically, we commit to:

- Ensuring no child under the age of 15 years is employed, except where such employment is part of an educational or training program and compliant with relevant regulations.
- Avoiding hazardous work for individuals under 18 years of age.

5. Implementation and Compliance

To enforce this policy, CV will:

- Verify the age of all employees during the recruitment process.
- Include provisions in contracts with suppliers that prohibit the use of child labour and require compliance with this policy standard.
- Provide training for employees and suppliers on child labour laws and CV's company's standards.

6. Monitoring and Reporting

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CV will implement the following measures to ensure compliance:

- Conduct regular audits of our operations and supply chain to verify adherence to this policy.
- Maintain a confidential and accessible grievance mechanism for reporting suspected instances of child labour.
- Promptly investigate any reports of child labour and take appropriate action.

7. Remediation

If child labour is identified within our operations or supply chain, CV will:

- Immediately remove the child from the work environment.
- Provide support to ensure the child’s access to education and appropriate care.
- Work with relevant authorities and organizations to address the situation and prevent future occurrences.

8. Continuous Improvement

CV is committed to continuous improvement in our efforts to eliminate child labour. This includes:

- Regularly reviewing and updating our policies and practices in line with legal developments and best practices.
- Engaging with stakeholders, including industry groups, NGOs, and government agencies, to enhance our understanding and approach to preventing child labour.

9. Responsibility and Accountability

Responsibility for implementing and enforcing this policy lies with all employees, particularly senior management and the HR department. Regular reports on compliance and actions taken will be provided to the Executive Team and the Board.

CV is committed to protecting the rights and welfare of children. By adhering to this policy standard , we aim to ensure a safe and ethical working environment, free from child labour, in compliance with Australian law.

Andrew McMaster
Group CEO
CV Services Group

Approval and Revision - this policy standard is effective June 19th 2024 and has been approved by the Group CEO. It will be reviewed annually to ensure relevance and effectiveness. Any amendments will be communicated to all employees and stakeholders.

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