

PREVENTING CHILD LABOUR

Sovtransavto Deutschland GmbH does not accept child labour.

Sovtransavto supports the United Nations (U.N.) Convention on the Rights of the Child (1989).

- „All actions concerning the child shall take full account of his or her best interests.“
Article 3.
- „The right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development“. Article 32.1

In addition, this code of conduct is based on the International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973). According to this convention, the word „Child“ is defined as any person below fifteen (15) years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply. If, however, the local minimum working age is set at fourteen (14) years of age in accordance with exceptions for developing countries, the lower age will apply.

This code of conduct also incorporates the ILO Convention on the Worst Forms of Child Labour no 182 (1999)

Implementation

All actions to avoid child labour shall be implemented by taking the child's best interests into account. Sovtransavto Deutschland GmbH requires that all suppliers shall recognise the U.N. Convention on the Rights of the Child, and that the suppliers comply with all relevant national and international laws, regulations and provisions applicable in the country of production. Suppliers are obliged to take the appropriate measures to ensure that no child labour occurs at suppliers' and their sub-contractors' places of production.

If child labour is found in any place of production, Sovtransavto Deutschland GmbH will require the supplier to implement a corrective action plan. If corrective action is not implemented within the agreed time-frame, or if repeated violations occur, Sovtransavto will terminate all business with the supplier concerned. The corrective action plan shall take the child's best interests into consideration, i.e. Family and social situation and level of education. Care shall be taken not viable and sustainable alternatives for the child's development

The supplier shall effectively communicate to all its sub-contractors, as well as to its own co-workers and ensure that all measures required are implemented accordingly.

Young Workers

Sovtransavto Deutschland GmbH supports the legal employment of young workers.

Young workers of legal working age have, until the age of 18, the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

Sovtransavto Deutschland GmbH therefore requires all its suppliers to ensure that young workers are treated according to the law; this includes measures to avoid hazardous jobs, night shifts and ensure minimum wages. Limits for working hours and overtime should be set with special consideration to the workers' young age.

Labour force register

The supplier shall maintain documentation for every worker verifying the worker's date of birth. In countries where such official documents are not available, the supplier must use appropriate assessment methods as per local practice and law.