

## Child Labour Policy

**Company:** Connexion Developments Ltd

**Issue Date:** January 2026

**Review Cycle:** Annual or upon significant business change

**1. Policy Statement:** Connexion Developments Ltd is committed to conducting business ethically and responsibly, with full respect for human rights. We have a **zero-tolerance approach** to child labour and are committed to preventing its occurrence within our operations and supply chain.

This policy supports our wider commitments under the Modern Slavery & Human Trafficking Policy and reflects our obligation to comply with all applicable employment and labour legislation.

**2. Scope:** This policy applies to:

- All employees and directors of Connexion Developments Ltd
- Temporary staff, contractors, and agency workers
- Suppliers, manufacturers, and business partners acting on our behalf

The policy applies to all business activities undertaken by or on behalf of the company, both within the UK and internationally.

**3. Prohibition of Child Labour:** Connexion Developments Ltd strictly prohibits the employment of child labour.

For the purposes of this policy:

- No person below the minimum legal working age shall be employed
- Forced, bonded, or compulsory labour is strictly prohibited
- No employee shall be subject to coercion, intimidation, or inhumane treatment

We will not knowingly engage with suppliers or business partners that use child labour.

**4. Young Workers, Apprenticeships, and Work Experience:** Where permitted by law, Connexion Developments Ltd may support:

- Apprenticeships
- Work experience placements
- Part-time employment for young persons

Any such arrangements must:

- Comply fully with applicable employment and health & safety legislation
- Be appropriate to the individual's age, education, and development
- Never interfere with compulsory education
- Protect the health, safety, and wellbeing of the individual

**5. Employment Practices and Controls:** To prevent child labour, Connexion Developments Ltd:

- Verifies age and right-to-work documentation prior to employment
- Maintains accurate and secure employment records
- Ensures recruitment practices are fair, transparent, and lawful

These controls are subject to review as part of normal management and compliance processes.

**6. Supply Chain Expectations:** We expect suppliers and business partners to:

- Comply with all applicable child labour laws
- Maintain appropriate employment records
- Take reasonable steps to ensure child labour is not present within their own supply chains

Where concerns are identified, Connexion Developments Ltd reserves the right to review, suspend, or terminate business relationships.

**7. Reporting Concerns:** Any concerns or suspicions relating to child labour must be reported immediately.

Reports may be made to:

- A line manager
- Senior management or a company director

Concerns raised in good faith will be handled confidentially and without retaliation, in line with our Whistleblowing Policy.

**8. Non-Compliance:** Breaches of this policy may result in disciplinary action, up to and including dismissal. Serious breaches may also result in the termination of supplier or business relationships.

**9. Policy Review:** This policy will be reviewed annually or following significant changes to legislation, business operations, or supply chain structure.

**Approved by:**



Managing Director

For and on behalf of Connexion Developments Ltd