

	Document title	Revision: 0
	OKOMU OIL PALM COMPANY PLC	Date: 07/09/15
	CHILD LABOUR POLICY	Page 1 of 1

1.0 Objective

OOPC does not condone the use of any child labour in any form whatsoever, by any person, company or institution, as defined in the International Labour Organization's Convention on Child Labour, and in the Nigerian Labour Act.

2.0 Scope

This policy is applicable to all employment processes in OOPC, contractors, and third party contract workers, or any company and/or institution that do business with OOPC.

3.0 Definitions

Child Labour: is defined as the employment of a child in business or industry in violation of Nigerian Federal statutes prohibiting the employment of children under a specified age. The Nigerian Labour Act 2004, as amended, classifies a child as a 'young person' under the age of fifteen (15) years.

4.0 Guidelines

- OOPC shall always comply with all relevant and applicable National labour regulations and principles relating to the protection, welfare, health and safety of children.
- No person deemed to be a child, as defined herein, shall be employed on any OOPC sites of operations.
- Furthermore, OOPC shall ensure that all contractors, companies and or organizations of any kind engaged by OOPC on the premises strictly abide by this policy.
- OOPC shall comply with the Child Protection Act of Nigeria (2004), as amended, to ensure the protection of all children against all forms of abuse, and the Employment Rights Act of Nigeria (2004), as amended, which prohibits the employment of any persons aged below 15. OOPC also, subscribes to the Education Act (2004) of Nigeria, as amended, which provides for compulsory education of all children up to the age 15. OOPC also complies with the International Labour Organization (ILO) Minimum Age Convention No. 138, stipulating that the minimum age of employment should not be less than the statutory schooling age of 15; however, due to the various stipulations of ILO and Nigeria child protected act allowing working condition at the age of 15, OOPC do not employ less than 16.
- OOPC shall ensure proper implementation and monitoring this policy (as per OOPC's Child Labour Procedure).
- This policy will be communicated to all workers, staff, contractors, third parties, visitors and suppliers, or anyone who does business with OOPC (as per OOPC communication procedure GP10).

5.0 Record of Approval

Task	Name/signature	Job title
Approved by	Dr. Graham Hefer	Managing Director

