

**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. In this regard, the company recognizes the negative effect of Child labour, which can persist to affect children during their life time, to include the following;
  - lack of schooling, and opportunity for higher education for older children, results in missing educational and higher qualifications, respectively, and higher skills thus perpetuating their life in poverty;
  - general child injuries and abuses like cuts, burns and lacerations, fractures and tiredness;
  - children might be exposed to sexual abuse, particularly sexual exploitation of girls by adults, rape, early sex and unwanted pregnancy, abortion, Sexually Transmitted Diseases (STDs) and HIV/AIDS, drugs and alcoholism
  - physical abuse that involve corporal punishment, emotional maltreatment such as blaming, belittling, verbal attacks, rejection, humiliation and bad remarks.
  - emotional neglect such as deprivation of family love and affection, resulting in loneliness, and hopelessness,
  - physical neglect like lack of adequate provision of food, clothing, shelter and medical treatment.
  - competition of children with adult workers leads to depressing wages and salaries.
- Therefore, 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’s Rights Act of Nigeria (2003), 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 16. 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. Article 3 of International Labour Organization (ILO) Minimum Age Convention 1973 (No. 138), states that the minimum age for admission to any type of employment or work which by its nature or the circumstances in which it is carried out is likely to jeopardise the health, safety or morals of young persons shall not be less than 18 years. **Therefore, due to the various stipulations between Nigeria Labour law and ILO, the minimum age for employment in OOPC is 18.**
- If a worker below 18 is found to be working, the activity the worker is carrying out will be stopped, the worker will be sent home and the contractor whom the worker works for will face appropriate disciplinary action.
- A suspected under age worker is required to present affidavit of aged declaration done in a court of law or birth certificate for age verification.
- HR Department shall ensure proper implementation and monitoring of this policy.
- 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	Date
Approved by	<b>Dr. Graham Hefer</b>	<b>Managing Director</b>	08 MAY 2023

