	PROCEDURE	Document Code
		DTY-INS-PRO04
Subject	CHILD LABOR, FORCED LABOR AND YOUTH EMPLOYMENT	

1. Purpose

The purpose of this Procedure is to clearly outline the principles, commitments, demands, and stance of our company regarding the prevention of child labor, the prevention of forced labor, and the support of youth employment.

2. Scope

This Procedure covers all activities of our company.

3. Responsibility


All personnel, particularly Human Resources, are responsible for the implementation of these activities.

4. Definitions

In accordance with labor legislation, working conditions for child and young workers are regulated to ensure their health and safety, as well as their physical, mental, moral, and social development, enabling them to continue their education and preventing economic exploitation.

- Child Worker: A person who has reached the age of 14, but not yet reached the age of 15, and has completed their primary education.
- Young Worker: A person who has completed the age of 15 but has not yet completed the age of 18.
 - Our company does not employ child labor.
 - The daily working hours of young workers are determined considering a continuous rest period of 14 hours within a 24-hour time frame.
 - In case the nature of the work falls under the category of "hazardous work", young workers cannot be employed under any circumstances.
- Light Work: Work that, based on its structure and nature, and under special conditions during its execution:
 - Does not pose a risk to the development, health, and safety of young workers.
 - Does not hinder their attendance at school, participation in vocational training, or engagement in education programs approved by competent authorities, and does not prevent them from benefiting from such activities.

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- Hazardous Work: Jobs in which no one under the age of 18 can work, including the following risks:
 - Jobs where there is a risk of physical, psychological, or sexual abuse of the worker.
 - Jobs performed underground, underwater, at dangerous heights, or in confined spaces.
 - Jobs that require the operation of dangerous machinery and vehicles.
 - Jobs that involve carrying heavy loads and materials.
 - Jobs that may be hazardous to health due to specific substances.
- Jobs exposed to high levels of vibration, heat, or noise.
- Forced Labor: The situation where a person is made to work without their consent, under the threat of penalty, and without being recorded. The fact that a certain compensation is paid to the individual does not negate the situation being considered forced labor. Examples of situations that may constitute forced labor:
 - Indebting for labor,
 - Creating situations where the right to refuse work does not exist,
 - Encompasses situations where convicts or prisoners are employed without a court decision to the contrary and without the special supervision of a public authority.

5. Implementation Principles

- Our company adheres to relevant local legislation and United Nations International Labor Organization (ILO) standards, as well as international agreements, regarding child labor, forced labor, and youth employment.
- Our company does not tolerate child labor or forced labor, and does not show tolerance towards suppliers who engage in such practices.
- Our company allows youth employment, provided that the working hours do not exceed the maximum limit for young workers, and supports the professional development of young workers in part-time or full-time, light work.
- Young workers or interns working in our company must be registered in accordance with legal regulations.

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- It is mandatory to provide a break for young workers, consisting of thirty minutes for work exceeding two hours but less than four hours, and one hour in the middle of the working hours for work between four hours and seven and a half hours.
- All our suppliers who employ young workers are encouraged to adhere to the standards outlined in this procedure.
- In case of any violations of the principles and standards outlined in this procedure, the business relationship with the supplier will be terminated.
- Our company expects its suppliers to apply the principles and standards introduced by this procedure when selecting and working with their own suppliers.

5.1. Rules for Suppliers and Subcontractors

- Our company expects all suppliers and subcontractors to comply with the requirements of this procedure.
- All suppliers and subcontractors listed in the approved supplier list are expected to sign the "General Procurement Agreement" and fulfill the necessary conditions.
- In the event that our company determines that [Supplier or subcontractor] has not rectified the violation, it may terminate this contract immediately.


5.2. Coordination and Management

- The coordination of the procedure falls under the responsibility of the Administrative Affairs and Procurement Officer. However, all company managers are responsible for managing the business processes in their respective administrative and commercial functions in accordance with this procedure.

5.3. Penalties and Sanctions

Non-compliance with local and international laws in the areas of child labor, forced labor, and youth employment can lead to penalties and sanctions for employees, suppliers, and/or our company. In addition to legal consequences, it can also tarnish the reputation of the company. Failure of any employee or supplier to adhere to the laws regulating child labor, forced labor, and youth employment, as well as the principles and standards outlined in this procedure, may result in the termination of the employment contract or commercial agreement.

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5.4. Communication

When employees encounter a suspicious situation, they are required to report it to their managers, or any superior, if applicable. Reports can be shared with the Administrative Affairs and Procurement Officer via info@detaytekstil.com or by calling 0212 277 40 43.

Employees are also obligated to cooperate with the Administrative Affairs and Procurement Officer in investigations related to an ethical issue. All employees, representatives, and subcontractors are responsible for providing timely, clear, and truthful answers to questions asked by the Administrative Affairs and Procurement Officer or an authorized internal or external (independent) auditor regarding reports of non-compliance with this procedure. Personnel providing deceptive answers may be considered accomplices to the offense and subject to appropriate punishment.

The company does not tolerate retaliation against any employee who collaborates in good faith and is open to inquiry. Any suspected retaliation must be promptly reported. Managers or other employees who engage in retaliation against any employee may be penalized, which may even result in termination of their contracts.

5.5. Exceptions

This procedure is not subject to exceptions. Exceptional circumstances must be presented to the senior manager with a reasoned proposal prepared by the Administrative Affairs and Procurement Officer, and it only becomes effective upon senior manager approval.

A comprehensive report on the situation should be prepared as soon as reasonably possible, and measures should be taken to prevent a recurrence of the same situation in the future or contingency plans should be developed.

Related Documents

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