



PRESKO POLICY ON CHILD LABOUR

OBJECTIVES

The purpose of this policy is:

- To register an official policy on child labour for Presco Plc
- To communicate with clarity what is Presco policy on Child Labour.
- To ensure strict and adequate compliance to this policy.
- To ensure that Presco Plc is taking appropriate steps with regards to child labour issues, enriching the communities in which we operate, thus contributing to the well-being of our stakeholders and enhancing the organisation's relations and protecting reputation. The objective of the policy is also to set out the ways in which Presco will:
 - prevent child labour within its operations and supply chain
 - approach incidences where child labour is identified
 - support education for children.

GUIDELINES AND METHODS

Commitments

- Child labour can limit or damage the physical, mental, social or psychological development of children and undermine a child's right to childhood development and education. Presco Plc recognizes its responsibility to play an effective role in prohibiting child labour. Presco Plc recognizes the seriousness of child labour and its impact on an individual life and on a community.
- Presco Plc is firmly committed to creating strong business growth, which is not achieved at the expense of the environment, quality of life or social equity. A strong business growth can only be based on the educational and qualification level of its staff which is not achieved through child labour but through good education. Thus, the Company supports national and international efforts to eliminate child labour and to encourage education for all.
- Presco Plc does not tolerate child labour within its workforce.
- The Company's commitment to eradicate child labour from its workforce depend on a good understanding of the issue by the communities touched by child labour, and thus on a good awareness and educational program.
- In its commitment not to use child labour, Presco will:
 - Comply with national law on child labour and minimum age.
 - Comply with the Convention on the Rights of the Child (CRC, 1989).
 - Prohibit and not use or support the use of child labour as defined in ILO Convention 138.
 - Not work with those who use child labour.



Scope

This policy applies to all Presco Plc locations and activities at Obaretin, Cowan and Ologbo estates.

Policy statement

It is our policy to ban child labour as part of our workforce.

Presco Plc will not employ, in none of its activities, any worker under the age of 18 years old.

Child labour incidences

Despite Presco Plc commitment not to use child labour, incidences of child labour may occur within the workplace without Presco knowing or approving of it. To avoid such occurrences:

- Presco has identified operations susceptible to have a significant risk of occurrence of child labour, plantation work being the riskiest operation for child labour occurrence.
- Acknowledging such situations when they occur, Presco will put in place immediate actions for the elimination of child labour, such as:
 - Awareness programs.
 - Refusal to work with employee who commits his/her child to child labour in order to strongly discourage the practice.
 - Follow up a system of selection, recruitment and employment allowing the Company to know the age of all its employees.

Education and vocational work

Towards promoting education for children Presco Plc will:

- Support local community schools and raise awareness amongst Presco workers on the benefit of child education.

Exceptions

A person under 18 can work at Presco Plc provided that it is in the frame of an internship (school/practical work internship).

Implementation

- ***Communication.*** This policy will be communicated to all Presco Plc employees using the full range of communication methods available to the company.
- ***Monitoring.*** Presco Plc (particularly HR department) will ensure that no child under 18 is selected or recruited by the company.



Presco

- **Monitoring cases of child labour.** Members who suspect a case of child labour are obligated to raise the matter to their manager. The manager will follow up the case with HR and higher management.
 - All cases or doubts of child labour will be dealt with seriously and promptly.
 - Every effort will be made to ensure that the child does not suffer from the process and that the awareness is raised.
- **Documentation.** A system will be developed and implemented to identify cases of eventual breach of the child labour policy and follow-up on them. Records will be kept by Human Resources office.
- **Review.** This policy will be reviewed annually and revised as necessary in the light of eventual new laws and regulations.

Responsibilities

- Presco Management is responsible for the effective implementation of this policy, prohibiting child employment and taking immediate action if any case is reported (to MD, HR and HSE).
- All employees have an important role in assisting Presco in successful implementation of the principles of this policy. No employee can use his/her child as co-worker.
- The Human Resources Department is responsible for installing and following up a system of employment allowing the company to know the age of all its workers.
- The Health, Safety and Environment Department is responsible for raising awareness on the danger of child labour and the importance of child education.

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