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	Description:	Child-Forced Labour Policy	Rev. Date:	29-May-24
	Issued By:	Director of Marketing & Internal Processes	Rev. Number:	Initial
	Approved By:	President and CEO, May 29, 2024		

ENERGYLINK CHILD / FORCE LABOUR POLICY

1.0 Introduction

EnergyLink’s child labour policy is our position on employing minors and aims to ensure that our company, its subsidiaries, and everyone we’re connected with (including suppliers) follows the law and cares for children’s interests. Our company is dedicated to fostering a workplace and supply chain free from child labour and forced labour.

International, local, and federal child labour laws are stricter today than they were years ago. But millions of children are still forced to work in bad conditions all around the world, even in developed countries.

As an organization, we want to do business in a legal, ethical manner, adding value to society and the environment instead of doing harm. Helping stop child labour is fundamental to us. We want to make sure that our organization doesn’t take part in children’s exploitation and also helps end it to the best of our ability.

2.0 Company Activities

EnergyLink Corporation is a leading supplier of specialized and balanced solutions for air emissions and noise management, acoustic consulting, gas turbine auxiliary systems and turnkey buildings. We are collaborating with contractors, suppliers, and vendors from three distinct countries, namely Canada, Mexico, and the United States of America.

3.0 Policy Elements


Young children. When it comes to young children (younger than [15]), we don’t want to stand in the way of their health, schooling or free time. That’s why we don’t and won’t employ anyone younger than [15 years] of age and require our subsidiaries to do the same, regardless of the country they’re in.

We’re also committed not to do business with any organization that employs children younger than [15]. We’ll include this condition in every contract we sign and reserve the right to break the contract without penalty if our stakeholder violates this condition and refuses to agree on or follow through with an elimination plan.

Older children. When it comes to employing children who are older than [15], we’ll always follow the local and international laws. As a general rule, these children can have a job, but they should never do work that jeopardizes their health and safety or affects their schooling and development.

With this rule in mind, we may employ children older than [15] for light work such as [stocking shelves, being cashiers, delivering packages in short distances on bicycles, light cleaning duties etc.] They will not use any heavy or dangerous equipment, chemicals or vehicles when working.

We’ll determine their work hours and wage based on applicable laws. We won’t employ children for more than the maximum weekly or daily hours allowed. [For example, according to the U.S. federal child labour laws, work hours for children between 14 and 16 years old have a limit of 18 hours a week.]

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These are mandatory conditions when forming partnerships or other business relationships. We'll refuse to do business with anyone who employs children of any age in hazardous or exhausting jobs or doesn't follow applicable laws on working hours or pay. We also expect them to communicate and enforce the no child labour policy on their own contractors.

4.0 Actions and Implementation

Our company maintains a strict zero-tolerance policy towards forced and child labour. We have established robust due diligence processes to ensure compliance with local and international labour laws.

To make sure we enforce this policy and help eliminate child labour, we're committed to:

All our employees undergo comprehensive training on recognizing and reporting signs of forced and child labour. This training is regularly updated to ensure awareness and understanding of relevant issues, laws, and company policies.

Requiring hiring managers and HR to avoid hiring minors under the legal age for working. We also expect them to know and follow this policy and laws on wages and hours for older children.

Keeping and validating documentation verifying our employees' age after they're hired. If we discover that we've hired a minor under the age of 18, we'll review applicable laws and adjust working hours accordingly. If we need to let the child go, we'll assess their situation and make sure to provide for them to the best of our ability (e.g. pay him or her their would-be salary for a couple of months) when necessary.

Communicating our no child labour policy to organizations we're connected with and ensure our contracts have the right stipulations.

Auditing suppliers and partners (especially those in industries with high child labour risk) periodically to ensure they aren't involved in child labour, possibly with unannounced onsite visits too. We'll require them to always provide us with an updated list of all their business locations. If we discover hidden business sites that employ children, we'll dissolve our contract immediately.

Demanding and monitoring an elimination plan in cases where suppliers discover child labour in their business. We'll also work together with the stakeholder to create plans to support children, keeping their best interests in mind, and make efforts to involve them and their families in the process.

Employing or consulting with experts on topics like child labour, health and safety standards or corporate social responsibility.

Overall, our commitment to ethical and responsible business practices drives our continuous efforts to eliminate forced and child labour from our operations and supply chains.



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Harold Wong | President and CEO

