



IKEA Services AB

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## THE IKEA WAY ON PREVENTING CHILD LABOUR

The IKEA Group of Companies (IKEA) acknowledges the fact that child labour does exist in various countries. However, IKEA does not accept child labour, and works actively against it. The complexity of the child labour problem requires a consistent, long-term effort to create broad-based and enduring developments in order to reach our goal; to ensure that no products delivered to IKEA are manufactured by child labour.

IKEA respects different cultures and values in countries where IKEA operates and sources its products, however does not compromise on the basic requirements regarding the Rights of the Child. "The IKEA Way on Preventing Child Labour", our code of conduct on child labour, has been established in order to make the IKEA position clear to suppliers and their co-workers, as well as any other parties. The requirements in this code of conduct are mandatory to all suppliers and their sub-contractors.

This code of conduct is a part of the overall document: "The IKEA Way on Purchasing Home Furnishing Products", ( IWAY).

### 1. General Principle

IKEA does not accept child labour.

IKEA supports the United Nations (U.N.) Convention on the Rights of the Child (1989). "The IKEA Way on Preventing Child Labour" is based on this Convention, which stipulates:

- *"All actions concerning the child shall take full account of his or her best interests."* Article 3.
- *"The right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development".* Article 32.1.

In addition, this code of conduct is based on the International Labour Organisation (ILO) Minimum Age Convention no. 138 (1973). According to this convention, the word "Child" is defined as any person below fifteen (15) years of age, unless local minimum age law stipulates a higher age for work or mandatory schooling, in which case the higher age would apply. If, however, the local minimum working age is set at fourteen (14) years of age in accordance with exceptions for developing countries, the lower age will apply.

This code of conduct also incorporates the ILO Convention on the Worst Forms of Child Labour no. 182 (1999).



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## **2. Implementation**

All actions to avoid child labour shall be implemented by taking the child's best interests into account. IKEA requires that all suppliers shall recognise the U.N. Convention on the Rights of the Child, and that the suppliers comply with all relevant national and international laws, regulations and provisions applicable in the country of production. Suppliers are obliged to take the appropriate measures to ensure that no child labour occurs at suppliers' and their sub-contractors' places of production.

If child labour is found in any place of production, IKEA will require the supplier to implement a corrective action plan. If corrective action is not implemented within the agreed time-frame, or if repeated violations occur, IKEA will terminate all business with the supplier concerned. The corrective action plan shall take the child's best interests into consideration, i.e. family and social situation and level of education. Care shall be taken not merely to move child labour from one supplier's workplace to another, but to enable more viable and sustainable alternatives for the child's development.

The supplier shall effectively communicate to all its sub-contractors, as well as to its own co-workers, the content of "The IKEA Way on Preventing Child Labour", and ensure that all measures required are implemented accordingly.

## **3. Young Workers**

IKEA supports the legal employment of young workers.

Young workers of legal working age have, until the age of 18, the right to be protected from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardise their health, safety or morals.

IKEA therefore requires all its suppliers to ensure that young workers are treated according to the law; this includes measures to avoid hazardous jobs, night shifts and ensure minimum wages. Limits for working hours and overtime should be set with special consideration to the workers' young age.

## **4. Labour force register**

The supplier shall maintain documentation for every worker verifying the worker's date of birth. In countries where such official documents are not available, the supplier must use appropriate assessment methods as per local practice and law.



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## **5. Monitoring**

All suppliers are obliged to keep IKEA informed at all times about all places of production (including their sub-contractors). Any undisclosed production centres found would constitute a violation of this code of conduct.

Through the General Purchasing Conditions for the supply of products to the IKEA Group of Companies, IKEA has reserved the right to make unannounced visits at any time to all places of production (including their sub-contractors) for goods intended for supply to IKEA. The IKEA Group furthermore reserves the right to assign, at its sole discretion, an independent third party to conduct inspections in order to ensure compliance with "The IKEA Way on Preventing Child Labour".

## **References**

- "The IKEA Way on Purchasing Home Furnishing Products" (IWAY) – our code of conduct
- The IWAY Standard - a complete specification of our minimum requirements

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*This is a living document, and as we gain more experience and learn, it will be revised.*