

| | |
|----------------------|--|
| GWI Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |



GoodWeave International Child, Forced and Bonded Labor Remediation Policy

| | |
|----------------------|--|
| GWJ Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

1. Scope

This GoodWeave International Policy outlines GoodWeave’s approach to remediating cases of child labor and forced and bonded labor that are identified through inspection and auditing.

This policy applies in all countries where GoodWeave carries out rescue, withdrawal and rehabilitation. It applies to GoodWeave International (GWI) and its national programs and affiliates as well as any other local organizations that carry out programs on behalf of GWI.

Each GoodWeave program and affiliate is responsible for implementation and enforcement of this policy in its respective country/region and in alignment with national laws. In cases where this policy offers survivors of child labor and forced and bonded labor greater protections than national laws, this policy prevails.

2. Reference Documents

P01 Child Protection Policy

3. Definitions

Bonded Labor: Also called “debt bondage,” bonded labor is the practice of requiring someone to work to pay off a loan when the value of the work greatly exceeds the value of the original loan. It arises from a pledge by a debtor of his or her personal services or of those of a person under his control as security for a debt, when the value of those services as reasonably assessed is not applied towards the liquidation of the debt or the length and nature of those services are not respectively limited and defined.¹

Child: Any person below the age of 18 years.

Child labor: Any work or economic activity, which is harmful to the health, development or well-being of a child; or would prejudice their attendance at school, their participation in vocational or training programs approved by the competent authority, or their capacity to benefit from the instruction received. This includes the sale and trafficking of children and all forms of slavery or practices similar to slavery of children.

Financial Restitution: monetary payment made by producers to workers to compensate for financial losses due to forced or bonded labor.

Forced labor: All work or service that is extracted from any person under the menace of any penalty for which said person has not offered himself/herself voluntarily.²

Guardians: Parents or other legal representative of a child as defined by the legal statutes of each country of operation.

Rehabilitation: Once a child, forced or bonded labor case has been remediated, a long-term care process that includes psycho/social care and ongoing educational support. The term may also include, but is not limited to, the economic rehabilitation of the family and educational rehabilitation of the child with an objective to improve the overall quality of life of children rescued

¹ UN Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery(1956)

² ILO Forced Labor Convention, 1930 (No. 29).

| | |
|----------------------|--|
| GWJ Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

or withdrawn from child labor. Rehabilitation includes the processes aimed at successfully mainstreaming a child or adult back into society

Remediation: The process of restoring rights to survivors of child, forced or bonded labor, including helping to facilitate rescue or withdraw from an exploitative situation and provide near-term medical, psychological, social, legal and educational assistance to ensure freedom as well as financial restitution.

Rescue operations: This includes activities associated with organizing inspections, for identification, establishment, and withdrawal of trafficked, forced, bonded and/or child labor. The term ‘rescue’ also includes any legal process of removing or withdrawing a trafficked or bonded child, adolescent or adult laborer, with the aim of securing the rehabilitation and social reintegration of the rescued child. The term ‘rescue operation’ includes both the rescue of an individual or several children/adults.

Rescued child: a child taken out of a situation of exploitation of child labor, whether rescued through a legal process or withdrawn through counselling process or community participation

Trafficking in persons: recruitment, transportation, transfer, harboring or receipt of persons, by means of threat; use of force or other forms of coercion, abduction, fraud, deception, abuse of power; a position of vulnerability; or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation.

Withdrawn child: Any child that is identified as a child laborer, who, as a result of the intervention, is no longer engaged in child labor (regardless of whether he/she is removed from the physical location) is referred to as “withdrawn from child labor.” This includes children who have been working in a local production facility (within close proximity to their own home) and were sent home to their families and enrolled in full-time school. The definition also includes children who are now attending school while working part-time to help parents at home, provided they meet the minimum age requirement for home work and do not do work that is hazardous or too physically or mentally demanding.

Young Worker: Children or youth under the age of 18 who are above the statutory minimum age for employment.

4. Background

GoodWeave International – a nonprofit organization founded in 1994 by Nobel laureate Kailash Satyarthi – is the leading global institution with a mission to end child labor, forced labor, and bonded labor in global supply chains. GoodWeave certifies products as child, forced and bonded labor free. The GoodWeave System focuses on harnessing the power of the market, cleaning up supply chains, creating education opportunities for children, and improving working conditions for all workers, including informal workers.

GoodWeave International sets the organizational policies for GoodWeave programs worldwide. This policy is regularly reviewed and updated.

This policy is guided by International Labor Organization (ILO) conventions, as well as other international human rights norms. The ILO conventions represent an expression of commitment by the international community—including governments, employers and worker organizations around the world—to uphold basic human values vital to social and economic life. Within this framework,

| | |
|----------------------|--|
| GWJ Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

child, forced and bonded labor are universally recognized as modern-day slavery and strictly prohibited. All work and actions of GoodWeave International and its affiliates shall be in adherence with the applicable international and national laws. When GoodWeave or its partners encounter any child, forced or bonded labor practices within a supply chain, the remediation process is guided by the international norms listed in Appendix 1.

5. GoodWeave’s Approach to Remediation

To fulfil our mission, GoodWeave focuses on preventing child labor and forced labor through a range of interventions in the marketplace throughout supply chains and worker communities. GoodWeave works to create the conditions for long-term, sustainable solutions to include building social norms in communities against child labor and promoting rights and better working conditions for adults. GoodWeave’s Standard reflects this holistic approach to ensure that parents have access to decent work, are not trapped in continuous cycles of debt bondage and can afford to send their children to school.

GoodWeave also works to address the root causes of these issues through community or area-based approaches. This approach brings children into mainstream education and promotes improvements in the quality of education available to children in producer communities.

In instances where child labor or forced and bonded labor is identified in a supply chain, GoodWeave takes a rights-based, survivor-centered approach to remediation. Where any situation of child, forced or bonded labor is identified, all actions taken prioritize the rights and well-being of the survivor in alignment with international norms and national and local legislation. GoodWeave’s track record of identifying and offering remedy to children and the most vulnerable workers in the hardest to reach parts of a supply chain stems from the unique access provided through its license agreements with importers and exporters. By signing a GoodWeave license agreement these companies voluntarily agree to open their full supply chain for inspection and monitoring, abide by the GWJ Generic Standard (the Standard), remain in compliance with the Standard’s certification principles, and actively work towards achievement of the Standard’s progress principles. Because of this voluntary relationship with GoodWeave, whenever indicators or confirmed cases of child, forced or bonded labor are identified within the supply chains of licensed suppliers, GoodWeave’s requires workplaces to engage cooperatively with GoodWeave in order to remediate individual circumstances and make necessary workplace improvements.

Widespread production outsourcing is practiced in the industries and regions where GoodWeave operates. In GoodWeave’s experience, risk for child, forced or bonded labor is more likely to occur within the subcontracted, informal tiers of production. GoodWeave works directly with the primary factory and their subcontractors on plans for remediation and corrective actions to ensure their standing as licensed suppliers or subcontracted suppliers under the purview of the GoodWeave System. This approach means that while GoodWeave seeks to provide immediate relief to survivors, it likewise makes every effort to preserve the on-going access it has to licensees’ supply chains in order to reach survivors of exploitation and address the root causes of child, forced and bonded labor. In cases when licensed suppliers and/or their subcontractors do not cooperate, they may be de-licensed and/or removed from the supply chain.

All aspects of GoodWeave’s remediation and rehabilitation are guided by the United Nations Convention on Rights of the Child (UNCRC) and other instruments of the United Nations agencies and International Labor Organization (ILO). GoodWeave’s remediation practices are based on the following principles:

| | |
|----------------------|--|
| GWJ Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

- **Best interests of the child:** In determining the best interests of the child, it is necessary to explain the different available options to the child emphasizing which of the options are possible and to allow the child to express their opinion and participate in decision-making in all matters affecting them to ensure that the chosen option does not put the child in any danger or exploitative situation, and that the option brings about a positive change in the life of the child in terms of protection, financial means, and agency.
- **Repatriation and reunification with family:** GoodWeave’s primary strategy for remediation and rehabilitation of survivors of child labor is to reunite children with their families.
- **The Institution as the Last Resort:** In child labor cases where it is not in the best interests of the child to be reunited with their family other family-based alternatives such as foster care or kinship will be explored. In a situation while the child is waiting in an institution for their return, necessary efforts to minimise length of stay in the institution and speed up the safe repatriation will be made by all concerned. Additionally, the said institution/organisation/transit home will ensure that the child’s rights are protected and has access to entitlements and services for protection and development.
- **Right to Participation:** Survivors of child labor and forced and bonded labor have a right to determine what actions are taken to remedy their situations. In cases of child labor, children who are capable of forming their views have the right to express those views in all matters affecting their future including the legal process and the determination and implementation of a durable solution, particularly in matters relating to the child’s return to their country/place of origin. The child’s views will be sought and respected and given due weight based on age and maturity.
- **Right to Information:** To allow for a well-informed expression of views and wishes, children and adults are provided with all relevant information concerning their situation, protection mechanisms, entitlements, and services available including means of communication, return to the family, repatriation and the situation in their place of origin. Wherever necessary, interpreters are made available at all stages of the procedure, arrangements made to answer any questions or clear doubts that the survivor may have.
- **Right to Privacy and Confidentiality:** Information about a survivor of child labor or forced labor that could endanger them or their family members shall not be disclosed.

6. Child Labor Remediation

When child labor is identified during a GoodWeave audit or inspection, GoodWeave takes immediate action to stop the use of child labor at the production site. This means that the protection of the child takes priority over all else. GoodWeave then works to remediate the case, ensuring the child’s rights are restored.

Child laborers are provided with home-based, community-based and/or center-based rehabilitation as appropriate to the situation, in line with guidelines provided by GoodWeave and in consultation with the child and their family. This includes the rehabilitation measures as required by the local laws.

6.1 Child Labor - At Risk Populations

Children are most likely to work or are vulnerable to start working when they are:

- Forced to work as bonded laborers to pay off the debts of their parent;
- Compelled to leave their homes as trafficked child labor to work with distant relatives or agents or others;

| | |
|----------------------|--|
| GWJ Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

- Children of adult workers who do not regularly attend school and/or who live at the factory or work site;
- Children of migrant workers and not attending local schools;
- Compelled to work with family members at home.

GoodWeave aims to eliminate both the use of child labor and the risk factors that may lead to child labor. Programs in the countries where GoodWeave address the root causes of child labor. Through changing business practices, awareness raising, children’s education, and other interventions we strive to eliminate the conditions that cause child labor to arise in the first place.

6.2 Child Labor Remediation and Rehabilitation Practices

GoodWeave’s remediation practices distinguish between different situations and contexts in which child labor occurs.

In cases where children are trafficked, or where children are debt-bonded, GoodWeave facilitates removal of children from the work environment and restoration of their rights. Follow-up steps may include reuniting the child with their parents and families and/or enrolling the child in school (community-based rehabilitation) or facilitating enrollment in a transit home (center-based rehabilitation). Reunifying children with their family is always the first/preferred option for remediation. Center-based remediation is considered only if other options are not in the best interest of the child. The determination of what is in the best interest of the child is made in line consultation with the child and their family, in line with the principles of participation outlined in this policy.

In cases where children are living with their parents and are at-risk of becoming child laborers, including working alongside their parents, GoodWeave conducts follow up monitoring on each individual case and provides near and long-term counselling and educational support appropriate to the child’s situation. This may include enrollment in non-formal or formal education.

GoodWeave’s rehabilitation practices include long term support to survivors of child labor and regular follow up to ensure children attend school regularly. In cases where child labor is identified at a home-based worksite, GoodWeave conducts regular visits to confirm that any part-time work performed at home is in line with the GoodWeave Standard, national laws and international laws and conventions, and that the child is not exploited.

7. Adult Forced and Bonded Labor Remediation

GoodWeave remedies both risk factors that may lead to forced and bonded labor, as well as confirmed cases of forced and bonded labor. Forced and bonded labor generally arises from situations where worker’s freedom of movement is severely restricted; where workers are indebted to their employers and compensated in such a way that they cannot repay their debts in a timely manner; and/or when workers are unable to freely terminate their employment. Risk factors that lead to these situations may include (but are not limited to) practices such as requiring workers to lodge deposits in order to work or withholding of identification documents.

In cases involving forced or bonded labor of adults, the necessary remediation actions are proportionate to the nature of the situation. If it is a suspected case where risk factors are present, but it is not clear whether the workers fall into the category of forced or bonded labor, then the employer is responsible for taking preventative measures to remove the risk of forced and bonded labor. In confirmed cases, the employer is also responsible for completing corrective actions, and if corrective actions are not taken the employer is de-licensed, may not receive certification labels for

| | |
|----------------------|--|
| GWJ Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

products produced and/or prohibited from using the GoodWeave trademarks. In cases where the evidence indicates that the employer is not willing or capable of taking the necessary corrective actions, GoodWeave will identify and work within local legal frameworks and/or partner with organizations specialized in protection of adult survivors to develop a suitable remediation plan. Additionally, if an employer fails to take action when financial restitution is required, GoodWeave may engage with the importer to facilitate repayment of back wages, recruitment fees or other debts incurred by survivors of forced labor.

Survivors of forced and bonded labor may require a broad range of services, including financial compensation, vocation training, legal assistance and housing. Because of this, GoodWeave works with partner organizations to ensure delivery of services aimed at restoring the survivors' rights and reintegrating them into society.

7.1 Forced and Bonded Labor – At Risk Populations

According to the ILO, certain categories of workers are more vulnerable to forced and bonded labor. They include workers who are:

- Part of a group that has suffered a long-standing pattern of discrimination;
- Employed in informal enterprises, including home-based workers and those in geographically remote rural regions, operating at the margins of the formal economy;
- Women;
- Unregistered;
- Illiterate or do not speak the local language;
- Migrants (interstate and international).

When conducting audits and inspections, GoodWeave staff are embedded in local worker communities and cognizant of these workers' demographics and their heightened risk of exploitation. Particular attention is paid to gender norms and sensitivities and, GoodWeave requires local affiliates and partners to ensure female staff are available to speak with women workers who might not feel comfortable sharing information with men.

7.2 Forced and Bonded Labor Remediation and Rehabilitation Practices

Based on information gathered during the audit and inspection process, GoodWeave works with partner organizations to determine what services may be most suitable for remediating cases of forced and bonded labor, above and beyond what the government may provide, for example medical support, housing and/or legal services.

If workers need to be removed from the worksite, for example if they are in physical danger or have been trafficked, government reporting requirements in each country will be followed.

Long-term rehabilitation for survivors of forced and bonded labor is carried out by partner organizations. GoodWeave works closely with its partners to follow up on cases of forced and bonded labor and ensures survivors continue to receive support services as needed.

8. Implementation of this Policy

All individuals and organizational partners directly or indirectly involved with child rescue, withdrawal, remediation and rehabilitation work must completely adhere to GWJ's Child Protection Policy.

| | |
|----------------------|--|
| GWJ Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

When child labor, forced or bonded labor is found during any GoodWeave inspections in any country, the respective GoodWeave affiliate or country program office is responsible for carrying out remediation of the child or worker in collaboration with local authorities and partners. GoodWeave's remediation practices, including reporting practices, are consistent with applicable local laws in the countries/geographies where GoodWeave operates.

When removing a child or adult from a work site, their safety and welfare always come first. No person should be put at greater risk by any action that may be taken.

The GoodWeave Director of Standards and Certification has overall responsibility to ensure that this policy is implemented. GoodWeave affiliates and country programs monitor its implementation in each respective country and ensure that all GoodWeave personnel and implementing partners adhere to the provisions of this policy and related operating procedures. The national country offices also:

- Maintain appropriate arrangements to ensure full remediation services are provided to children as well as adults covered under this remediation policy (this may include identifying and establishing partnerships with organizations with specific expertise wherever necessary, e.g. those dealing with international trafficking);
- Ensure that implementation of this policy is in line with national and local laws and regulations.

The GoodWeave country director or Child Protection Designate (see GWJ Child Protection Policy) report periodically to the Child and Worker Protection Committee on the status of implementation of this policy and any challenges or issues that have been identified in each country.

| | |
|----------------------|--|
| GWI Document ID: P02 | Document Name: Child, Forced and Bonded and Labor Remediation Policy |
| Revision #: 5.0 | Issue Date: May 17, 2021 |

Appendix 1: International Conventions and Policy Framework

[The Universal Declaration of Human Rights, 1948](#)

ILO [Forced Labor Convention, 1930](#) (No. 29) and the ILO [Abolition of Forced Labor Convention, 1957](#) (No. 105)

ILO [Minimum Age Convention, 1973](#) (no. 138)

[The Universal Convention on Rights of the Child](#) (UNCRC) defines four broad categories of rights found in the UNCRC, which provide the basis for GoodWeave's approach to rescue, withdrawal and rehabilitation.