



United Feeding Industries Company Human Resource Management

Policykids run

F32-PD01-PR09	Reference:	Human resource management policies and procedures	United Feeding Industries Company
01	version number:		
March, 2021	date of starting:		

- **Politics**

A policy has been set up kids run These are in order to lay a sound foundation and ethical ideal for business practices, Preserving children's rights in accordance with Labor Law No. 12 of 2003 It represents a complementary pillar of the general policy of the United Feeding Industries Company, which aims to create an integrated concept of the highest standards of integrity and professional performance. The company is also committed executing Labor Law No. 12 of 2003, on "child labour," defines controls, prohibitions, and obligations that must be observed in child labor.

- **Objectives**

Setting standards **Ethics, basic rules and principles of job etiquette**, And protection Child In labor and public service laws

Supporting and motivating employees and creating an equal work environment between individuals and genders Developing high professional values and culture among the company's employees.

- **Scope and mechanism of application**

This child labor policy applies to all employees of the company. A must for every employee H New and before starting work, sign the document attached to this policy, in which he undertakes to abide by what is stated therein, and a copy of it is kept in his job file.

- **Regulations and procedures**

- The company considers children- Everyone who has reached fourteen years of age or exceeded the age of completion of basic education and has not reached seventeen complete years kid- asin applying the provisions of the law .
- The company makes an identification card for each child who works for it or is trained, and a picture is placed on it and an identification of the place of training or currency in any department

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- The company is committed to enforcing the law by prohibiting Employing female and male children before they reach the age of completion of basic education, or fourteen years, whichever is greater. Nevertheless, they may be trained when they reach twelve years of age.
- A decision specifying the system of child labor and the conditions, terms and conditions in which employment takes place, as well as the jobs, professions and industries in which it is prohibited to employ them according to the different age stages.
- It is prohibited for a child to work for more than six hours a day, and the working hours must include one or more periods for eating and rest, the total of which is not less than one hour. This period or periods are determined so that the child does not work for more than four consecutive hours. It runs on weekly rest days and public holidays.
- It is prohibited for any official within the company to utter obscene words or obscene signs or to discriminate between children in terms of race, color, gender or religion, and whoever does so shall be subject to penalty.
- In all cases, it is prohibited for a child to work between eight in the evening and seven in the evening Morning.
- The work regulations for child labor are posted in the place designated for them
- To inform the competent administrative authority of the names of the children working for him, the jobs they are assigned to, and the names of the persons entrusted with monitoring their work.

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- responsibilities**

Director of Human Resources and Administrative Affairs

- Responsibility for publication and follow-up of the application and for the employees to sign the pledge.

Direct manager

- Enforcing the policy within the scope of his supervision.

- Version history**

approved by	approval	Review Date
Managing Director	Human Resources Manager	

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Personal undertaking to abide by the company's child labor policy

I acknowledge that I have received and read Child Labor Policy United Feeding Industries Company And I understand very well my responsibilities as one of the company's employees towards adhering to the principles, rules and standards set forth in this policy.

I also understand very well that my agreement to abide by this policy of ethics and business conduct is part of my contractual obligation with the company.

Name: _____ Job Number: _____

Signature: _____ Date: _____