



MANDALA CONSULTING
INTEGRATION FOR SUSTAINABILITY

Forced Child Labour Policy

This child labour policy outlines the Company's commitment to ensuring all employees are of the local minimum employment age, mandatory school age or aged 15 years, whichever is higher.

Child labour is defined as work undertaken by a child which; the child is legally prohibited from undertaking or is likely to be harmful to the Child's health or physical, mental, spiritual, moral, or social development; or interferes with a child's education.

The Mandala Consulting Group (Pty) shall not employ children, directly or indirectly, under the age of 15 and children under the age of 15 shall not be present at the workplace.

Furthermore, should young persons between the ages of 15 and 17 seek employment, the Company shall ensure that this does not interfere with their school-going activities and that special mechanisms are in place to prevent, identify and mitigate any workplace related harms to young workers.

The Company shall ensure that young workers, under 18 years of age, are provided with work that is appropriate for their age. The Company shall take care to ensure that the work performed does not pose any risk to the well-being, education, physical or mental health and spiritual, moral or social development of the young worker.

In cases where child labour is found to be present at the workplace, the Company shall take appropriate measures to remediate the situation so as to prioritise the best interest of the child.



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