



Monarchs Child Labor Policy

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Policy Brief & Purpose

Our child labor policy is our position on employing minors and aims to ensure that our company follows the law and cares for children's interests.

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 labor 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.

Scope

This policy applies to our entire organization.

The International Labour Organization (ILO) and the U.N Convention on the Rights of the Child guide our policy on child labor. When it comes to legal aspects, we always:

- Follow the stricter law if more than one laws apply (e.g. state and federal, local and international).

In this policy, we refer to "children" as people who are younger than 16 years of age. "Young children" are people younger than 14.

"Child labor" refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity. It's work that's harmful to them mentally, physically and socially.

Policy Elements

Young children

When it comes to young children (younger than 14), 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 16 years.

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 Jr Class Instructors and Jr. Camp Counselors or general helpers 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 labor laws, work hours for children between 14 and 16 years old have a limit of 18 hours a week.*

Actions and Implementation

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

- 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.