

RRVBC Minimum Age Employment Policy

This policy applies to RRVBC employment of persons under the age of 18 in the role of manufacturing any product, or any component of a product.

Age, Health & Safety

No person under the age of 16 shall be employed. No person between the ages of 16 and 18 shall be employed unless such employment is in compliance with the health, safety and morals provisions of the International Labor Organization Convention 138 Concerning Minimum Age ("ILO Convention 138"). The summary of ILO Convention 138 is listed further below.

Hours

No person under the age of 18 shall be required to work more than 48 hours of regularly scheduled time and 12 hours of overtime per week nor more than six days per week.

Laws & Regulations

No person under the age of 18 shall be employed unless such employment is in compliance with all applicable laws and regulations concerning age, hours, compensation, health and safety.

Summary of International Labor Organization - ILO Convention 138:

- For work likely to jeopardize the health, safety or morals of the worker, the minimum age is 18; if there is adequate protection and training of the worker, then the minimum age for such work is 16. (No exception to this provision is available under our employment policy).
- For work which is not likely to jeopardize the health, safety or morals of the worker, the minimum age is 14. (This requires an exception under external manufacturers' policies).
- For light work which is (a) not likely to be harmful to the health or development of the worker, and (b) not such as to prejudice his/her attendance at school or participation in vocational training, the minimum age is 12. (This requires an exception under external manufacturers' policies).

NOTE: The summary above is provided as an explanatory supplement to the Health & Safety and Exceptions provisions of the RRVBC policy.