

# Statement preventing the engagement of child labour

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## Issue

Mears Group PLC (“Mears”) recognises that every child matters and that there is a need to preserve their dignity to secure proper development of both physical and mental needs. It also recognises the true value of supporting family life and achieving a work life balance through a range of family friendly policies. Mears has a commitment to treating all employees with dignity and respect that it documents through an Equality, Diversity and Inclusion policy that it communicates across its Group to ensure this becomes embedded practice.

Mears is a nationwide business that provides outsourced services predominately within the social housing repairs and maintenance and care sector. It strives to ensure it employs from the communities it serves. It has a strong framework of policies and procedures that ensure the adoption of strong levels of governance.

To support the physical, mental or moral well-being of a child, Mears does actively encourage work experience placements. On all occasions it ensures that this is structured, adequately supervised and not financially detrimental to those participating. It further actively communicates with the parents or guardians of those children involved to ensure the maximum benefit of the placement. Mears operates a successful Apprenticeship programme that supports the safe development of primarily young people. However, for the avoidance of doubt, Mears would never permit a child to carry out “hazardous work”. Health & Safety policies demonstrate a robust approach to carrying out risk assessments.

## Compliance

Mears takes all reasonable steps to ensure it understands the right to work of all of its employees; this includes establishing the legal age of our workforce. Mears would not employ or engage the services of anyone under the legal age to work. Where the employee is a young person but does have the qualification and right to work, Mears will ensure it adheres to all appropriate legislation, including but not limited to Health & Safety & Working Time Regulations.

All Mears employees are paid via a PAYE in line with a national and centralised pay structure. Where we have lower paid work, (such as in our Care business), we take increased steps to ensure national minimum wage compliance. Please see separate policy.

## Jo Fry

Group HR Director

**MEARS**

Group PLC