



Prevention of Child Labour Policy

1. Introduction

Baguio Green Group Limited ('Baguio') committed to ensure all employees are of the local minimum employment age or at least 15 years old, whichever is higher, in accordance with Hong Kong labour-related ordinance.

2. Scope of Application

This Prevention of Child Labour Policy (the 'Policy') - adopted by the Board of Directors of Baguio - applies to Baguio and its subsidiaries, collectively referred to as the 'Group'. Since the Group offers a wide range of environmental service including Professional Cleaning, Recycling, Waste Collection and Management, Green Technology, Green Product, Horticulture and Landscaping, and Integrated Pest Management, the Group requires a clear and comprehensive statement of its commitments to guide prevention of child labour policy across its operations. Each subsidiary of the Group should use this Policy as a guidance for developing its management approach and practices in ways that are most appropriate to its industry and location.

3. Commitments

3.1 General Principle

3.1.1 Child labour is defined as work undertaken by a child who is legally prohibited from undertaking, or the work is likely to be harmful to the child's health, physical, mental, moral, or social development.

3.1.2 Company supports the child's right to be protected from economic exploitation, from performing any work that is likely to be hazardous or interferes with the child's education or is harmful to a child's health.

3.2 Procedures

3.2.1 Implementation



3.2.1.1 Company will take the appropriate measures to ensure no child labour occurs within the organization, including all direct contract or subcontractors.

3.2.1.2 Before confirmed employment, Human Resources Department will collect and maintain documents from every potential candidate for age verification.

3.2.1.3 Human Resources Department will copy original documents such as (but not limited to) Hong Kong identification card, passport, visa, and relevant academic qualification documents.

3.2.1.4 Human Resources Department will not hold on to the original documents for any reasons.

3.2.1.5 Company will only make employment offer where such documents are available. All efforts will be made to assess and verify employees' age as per Hong Kong employment ordinance.

3.2.1.6 Human Resources Department will disseminate this policy to all employees and provide relevant information during the supervisory training session.

3.2.2 Remediation

3.2.2.1 Human Resources Department ensures the child discontinues to work.

3.2.2.2 Human Resources Department needs to verify age and family status.

3.2.2.3 Ensuring the child is reunited with the family and/or relatives if this is a safe option.

3.2.2.4 Human Resources Department needs to develop and implement a remediation plan considering the child's emergency needs.

3.2.2.5 Explanation of the legal requirements and restrictions on working ages of children are assurance.

3.2.2.6 Human Resources Department needs follow-up monitoring to ensure effective resolutions are implemented, and additional measures are taken when required.

4. Monitoring and Reporting

We are committed to enhancing the execution and effectiveness of the Policy. We assess and report our prevention of child labour policy in line with local listing requirement on Environment, Social and Governance disclosure. Stakeholders are regularly engaged to opine about the effectiveness of the prevention of child labour policy.

5. Review of the Policy

A review of the Policy shall be conducted every 3 years or more frequently as and when needed. Where there are any discrepancies or differences of interpretation in the Policy between the English text and Chinese translation, the English version shall prevail. If there are any questions about the contents or application of the Policy, please email to recruit@baguio.com.hk.

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