

Child Labor Policy

(Updated June 2024. See Employee Handbook for more information.)

Child Labor

At Diamond Packaging, we are committed to upholding the highest ethical standards and ensuring that our operations and supply chain are free from child labor. We recognize the inherent rights of children to be protected from economic exploitation and hazardous work conditions. As a company in the Containers & Packaging industry, we hold ourselves accountable to international conventions such as the United Nations Convention on the Rights of the Child and International Labour Organization (ILO) Conventions 138 (Minimum Age) and 182 (Worst Forms of Child Labour). Our policy is designed to ensure compliance with these standards across all our operations and partnerships.

To this end, Diamond Packaging strictly prohibits the employment of individuals under the age of 18 for any work that is classified as hazardous or detrimental to their health, safety, or moral development. For non-hazardous roles, we adhere to a minimum employment age of 18 years, in line with applicable national laws and regulations. We conduct thorough age verification checks during our hiring processes to ensure compliance with these standards. Furthermore, we require all suppliers, contractors, and business partners to adhere to these same principles. Any violations discovered within our supply chain will result in immediate corrective action, which may include termination of contracts or partnerships.

Diamond Packaging is also dedicated to promoting education and development opportunities for young people. We support community initiatives aimed at improving access to quality education and vocational training for children and adolescents. Additionally, we provide training for our employees on recognizing signs of child labor and understanding their responsibilities under this policy. By fostering an environment where child labor is unequivocally condemned and prevented, Diamond Packaging aims to contribute positively towards global efforts in eradicating child labor while ensuring that all children have the opportunity for a safe and prosperous future.

