



GLOBAL CHILD LABOR & MODERN SLAVERY AUDIT CHECKLIST

Ref: AKL/ESG/CLMS/CHK/001 | **Version:** 1.0 | **For:** All suppliers/contractors globally

Auditor: **Supplier:**

Date: **Location/Country:**

Instructions: Tick ✓ Yes / X No. Any "No" = High Risk. Take photo evidence.
Interview 3+ workers.

	Audit Question	Yes ✓	No X
1	Age Proof: Are ALL workers 18+? Do you have valid government ID/passport + birth record for 100% of staff on site today?	☐	☐
2	Voluntary Work: Can workers leave job anytime without penalty, threat, or debt? Are resignation letters accepted?	☐	☐
3	ID Documents: Does company retain/passport/ID of workers? Answer must be NO.	☐	☐
4	Recruitment Fees: Did workers pay ANY fee to get this job? Answer must be NO.	☐	☐
5	Contracts: Do ALL workers 18+ have written contract in language they understand with wages, hours, termination terms?	☐	☐
6	Wages: Are workers paid at least minimum wage of host country + on time? Payslips/bank alerts available?	☐	☐
7	Working Hours: Max	☐	☐

	8hrs/day, 48hrs/week? Any worker under 18 doing night shift 7pm- 7am? Answer must be NO.		
8	Hazardous Work: Any worker under 18 in hazardous work: oil/gas, mining, construction, machines, chemicals, heavy lifting? Answer must be NO.	☐	☐
9	Freedom of Movement: Are workers free to leave accommodation/site during non-work hours? Any locks/guards restricting?	☐	☐
10	Grievance Channel: Do workers know how to report abuse without fear? Is Akuland ethics@akulandgroup.com posted on notice board?	☐	☐