



Snooker & Billiards Ireland

## SBI Employment Policy

We recognise that employee development and welfare is vital to the success of our association, and all the employees are considered part of the SBI family.

### **Our employment policy ensures that:**

- Selection is strictly on merit without any consideration for cast, creed, gender, religion, race, colour, provincial or national origin, disability, sexual orientation, political opinion or other similar factors.
- Child labour is not allowed and appropriate safeguards are in place for young workers.
  - Working hours and other service conditions are designed for better health, environment and social conditions of employees and are in accordance with the prevailing applicable laws of the country.
- Human resources development through further education and training is encouraged.
- Workers are free to leave at any time.
- Any kind of deposit will not be taken for employment.

### **Age and eligibility:**

- In no circumstances will any person below 18 years of age be employed in hazardous activity.
- In no circumstances will any person below the age of 15 be employed.
- Young workers (15-17) shall only be employed in non-hazardous activities, and appropriate safeguards for their health, safety, development and education shall be in place.

### **An employee's age shall be verified from one of the following:**

- Birth certificate.
- Educational certificate of a government-recognised board showing the age of the person.
- Passport

Chairman \_\_\_\_\_ Date \_\_\_\_\_