

POLICY ON PROHIBITION OF CHILD LABOUR AT THE WORKPLACE

VISION /COMMITMENT:

Our Company is committed to ensure that our society remains free from any kind of abuse and crime towards childhood with the vision of eradicating child labour completely from our as well as the industry.

The company will not tolerate any form of "Child Labour" under any circumstances and is committed to take all necessary steps to ensure that no such activity is observed in our premises.

SCOPE:

The policy applies to all employees of the company, including management and workmen, apprentices and employees on contract at our workplace premises.

DEFINITION:

Child labour is the practice of having children engaged in an economic activity, on part or full time basis. As per law, children under the age of 18 years should not be engaged in any such kind of employment activities in a factory.

POLICY:

1. A signage is placed on the entrance of all manufacturing unit that "Child Labour is prohibited."
2. Without proper age records, the candidate will not be allowed to work in the premises. The documentation considered necessary for verification of age of an employee shall include any of the following: a valid Certificate of Birth issued by Registrar of Birth and Death, Matriculation Certificate issued by CBSE or State Board Education, Voter Card, Driving License and Aadhar card.
3. Any Contract employees through contractors and working in our factory shall also be above the age of 18 years.
4. Proper verification of age records to be done by the factory HR to authenticate the records provided.

5. The age records should be placed in the personal file of the concern employee for further verification.
6. No lady /adolescent shall be employed in processes that are declared as dangerous or hazardous in operation.
7. No apprentice program will be carried out for the age group of below 18 years.



Sachit Jain

Vice Chairman & Managing Director