1. Purpose

The purpose of this Child Labour Policy is to ensure that the organization strictly prohibits the employment of children in any form of work within its operations, supply chain, or business activities. The company is committed to protecting the rights of children and ensuring that all employment practices comply with applicable laws and international standards.

This policy reinforces the organization's commitment to ethical business practices, human rights, and responsible employment.

2. Scope

This policy applies to:

- All employees of the company
- Contract workers and temporary workers
- Suppliers and contractors
- Vendors and business partners
- Any individual working within company premises or under company operations

3. Legal Framework

The organization complies with the following laws and standards:

- Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 – India
- Factories Act, 1948
- ILO Convention No. 138 – Minimum Age Convention
- ILO Convention No. 182 – Worst Forms of Child Labour Convention
- Applicable State Labour Laws

4. Definition

Child
A child is defined as any person below the age of **14 years**.

Adolescent
An adolescent refers to any person aged **14 to 18 years**.

The company strictly prohibits the employment of children under the age of 14 in any form of work.

Adolescents between the age of 14 and 18 shall not be employed in hazardous operations or work environments as defined under applicable laws.

5. Policy Statement

The company adopts a **zero tolerance approach towards child labour** and is committed to:

- Not employing any child below the age of 14 under any circumstances.
- Ensuring that adolescents are not employed in hazardous or dangerous work.
- Verifying age proof for all employees during recruitment.
- Ensuring contractors and suppliers also comply with child labour laws.
- Taking corrective action if any violation is identified.

The company also supports the protection, development, and education of children and shall not engage in practices that interfere with a child's right to education.

6. Age Verification Process

To ensure compliance, the company shall verify the age of all employees before employment using valid documents such as:

- Aadhaar Card
- Birth Certificate
- School Leaving Certificate
- Government-issued Identity Proof

No person shall be allowed to work without proper age verification.

7. Responsibilities

Management

- Ensure strict implementation of this policy.
- Monitor compliance across departments and contractors.
- Provide resources for awareness and enforcement.

Human Resources Department

- Verify age documentation during recruitment.
- Maintain employee records and identity proof.
- Ensure contractors comply with the policy.

Contractors and Suppliers

- Ensure that no child labour is employed in their operations.
- Provide valid age proof of workers deployed at company premises.

Employees

- Report any suspected cases of child labour within the workplace.

8. Remediation Procedure

If a case of child labour is identified:

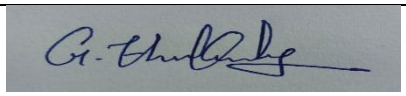
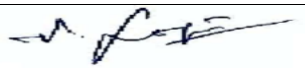
- The child will be immediately removed from work.
- The company will ensure that the child is safely returned to their family or guardian.
- Appropriate steps will be taken to support the child's education or rehabilitation where possible.
- The contractor or supplier responsible for the violation will be subject to disciplinary action or termination of contract.

9. Monitoring and Compliance

The company will conduct regular audits, inspections, and compliance checks to ensure adherence to this policy. Any violation of this policy will be treated as a serious breach of company rules and may result in disciplinary action.

10. Review of Policy

This policy will be reviewed periodically to ensure continued compliance with legal requirements and international best practices.

Prepared by	Approved by
	
ESG Coordinator	**Director / MD**