
POLICY ON PROHIBITION OF CHILD LABOUR EMPLOYMENT

Version Number: 7.6

Policy on Prohibition of Child Labour Employment

1. Objective

- To prohibit the employment of child labour in the Company or by business partners, vendors & suppliers and to comply with laws prohibiting employment of any form of child labour.
- To prevent infringement of human rights of children, impairment of health (physical, mental, moral or social), interference with their education and guard their safety.

2. Coverage

- All employees of the Company.
- Outsourced personnel working for the company whether in the Company premises or elsewhere.
- Business partners, vendors & suppliers of the Company.

3. Salient Features

- The Company shall not employ any person who is a 'Child' as defined by the law of the land.
- In case any person who is a 'Child' as per the definition of law of land has been employed by the Company prior to release of this policy, such cases should be immediately reported to CPO within a week of the release of this policy. Such cases shall be dealt appropriately as per the law of the land.
- Company will ensure that all agreements with business partners, vendors & suppliers provide for the prohibition of employment of child labour and adherence to the same through periodic audits.
- The Company shall institutionalize such monitoring systems as may be needed to ensure that none of its business partners, vendors & suppliers employs any child labour.

4. Any violation of this policy or its clauses shall be reported to the CPO by HR Lead/ country HR