

SAPO 002 - CHILD LABOUR POLICY

- There shall be no recruitment of child labour. Our company is committed to not recruit or hire workers below the age of 18.
- If there are any cases of violation concerning issues related to child labour, such cases shall be investigated and suitable remedial action is initiated as per **Child Labour Remediation procedure**.
- Children and young persons under 18 shall not be employed.
- The policies and procedures shall conform to the provisions of the relevant ILO standards.
- The minimum age for recruitment for all levels of employees shall be 18 years and above. This is evidenced through certificate of age proof, school records, elections cards or certification by medical officer as part of the pre-employment medical examination. This is in accordance with Indian child labour (Prohibition and Regulations) Act, 1986, Children (Pledging of labour) Act, 1933 and national & international instruments related to social Accountability.
- If contract employees are engaged in our factory shall be 18 years and above. This is being verified by our security personnel prior to time of entry into the factory.
- All issues and requirements pertaining to child labour is communicated to the interested parties. Our contractors / Suppliers have been requested to give a written commitment to comply with them and the same is obtained from them.
- Our Subcontractors / Suppliers are also informed about Company's policies towards child labour and the company's commitment towards not supporting any business relationship when child labour is employed.
- It is committed that all applicable legal and customer requirements will be adhered on the Child labour.
- Our company has involved in a community education programme & providing funding or scholarships to local students in need of financial support.


Director & COO

