



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 society 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:

This policy applies to all categories of employees of the Company, including management and workmen, apprentices and employees on contract at our workplace, premises and precincts.

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 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, School Leaving Certificate and Aadhar Card.
3. Any contract employees engaged 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 record should be placed in the personal file of the concern employee for further verification.



Vardhman

Delivering Excellence. Since 1965.

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6. No lady /adolescent / young worker shall be employed in processes that are declared as dangerous or hazardous in operation.
7. No apprentice program will be operated for the age group of below 18 years.

K V Patel
Chief General Manager (Operations)