

# MAHALAXMI MALT PRODUCTS PRIVATE LIMITED

## CHILD LABOUR / FORCED LABOR POLICY

(Policy No.: 12)

Mahalaxmi Malt Products Pvt. Ltd. ensures that Child / Young and Forced Labor are not engaged in the activities of the company and to respect the International Labor Organization conventions on child labor. In case any child / young labor is found to be working, to ensure that suitable remediation measures of such children are undertaken.

**MMPPL** has framed its policy for not engaging or supporting the use of child labor. This policy is also in accordance with Child Labor Act - Factory Act.

No employees in **MMPL, Palwal** are less than 18 years of age. Documentary evidence of proof of age (e.g. Birth Certificate, School Certificate, Aadhar card or any other Legal Document) is verified at the time of recruitment. Where no proof is submitted, the age is verified by Medical Officer. When required, these are also verified from relevant external authorities / referral Doctors.

This policy towards Child Labor is also communicated to all interested parties including Contractors who provide labor for un-skilled / skilled jobs through the "Contracts" and "Service Agreements".

The supervision on such labor is done by all Department Managers for ensuring that there is no child labor provided by the contractors. The age for the labor provided by the contractor and verified by HR department before employing them. Wherever any doubt arises, the age is got verified from Medical assistance.

As the company has strong policy for not employing Child Labor , the procedures for remediation of children i.e., (Children Remediation Plan) is as mentioned at para 4.7 below. The company's policy towards "Child Labor" is also communicated to interested parties on demand.

Although there is no chance of finding any child labor / young worker, however, if any such incident happens that a child labor is placed, suitable remedial action shall be initiated including providing adequate support to enable such children to attend and remain in school until they are no longer a child.

Though **MMPPL** does not engage in or support the use of child labor, a procedure has been established and a circular has been issued to all employees for remediation of children in case of any non-conformance found at any point of time. Manager- HR shall issue circular to the employees at least once in a year, about the company's policy of not engaging child labor and advise all employees not to use any child labor. In case of violation, suitable remedial actions will be initiated. Any instance of violation shall be

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informed to the Manager- HR. Manager- HR shall initiate the following remediation procedure.

- Get in touch with the parents/ Guardians.
- Arrange for admission of the child to a school.
- Arrange from the company for the payment of fees for the child's education till the child attained an age of 18 years.
- Arrange for necessary compensation towards the notional income of the child to Guardian/ dependent/ kith and kin.
- Inform the concerned NGO for developmental activities, in that area where the child labor was discovered.

In such cases, it will be ensured no such child or young worker is employed during school hours and that the combined hours of transportation (to and from work and school), school, and work time does not exceed 10 hours a day.

As there is No Child Labor or Young person employed in the company, the question of exposure of children or young workers to situations in or outside of the workplace that are hazardous, unsafe, or unhealthy does not arise. However, in the eventuality of child labor is discovered, apart from the remedial measures, it will be ensured that they are not exposed to hazards, unsafe or unhealthy situation.

The company does not engage or support the use of forced labor. The persons employed by the company are not required to deposit money or any of their original identity papers at the time of employment or subsequently.

Neither the company nor any entity supplying labor to the company withhold any part of personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.

Personnel are given the right to leave the workplace premises after completing the Standard workday, and be free to terminate their employment provided that they give notice to the company as per the employment conditions. Neither the company nor any entity supplying labor to the company engage in or support human trafficking.

Dated: 03.08.2019  
Palwal

Pranav Bansal  
Director  
(Mahalaxmi Malt Products Pvt. Ltd.)