

## CHILD LABOUR PROHIBITION

<b>HR POLICY MANUAL</b>			Doc. No.	JBM-HR-06-03
<b>Group Level</b>	<b>BU/Business Level</b>	<b>Unit Level</b>	Rev No.	1
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			Approved By	Unit Head

### 1. **OBJECTIVE**

- i. The objective of this policy is based on Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of practices of employing child labour.
- ii. The Company thus endorses the need for appropriate initiatives at the workplace to progressively eliminate such abuses.

### 2. **APPLICABILITY:**

All units of JBM group.

### 3. **PROCEDURE:**

#### **3.1 Definition:**

"Child": means a person who has not completed eighteen years of age or any person deemed by local or international laws, conventions or regulations to be child in any capacity in any industrial operation under its control.

#### **3.2 Employment & work contract guidelines:**

- i. The Company will not employ any child in any capacity in any industrial operation under its control either directly or through contract labour.
- ii. The Company will ensure that a suitable clause is added in the agreement / contract with contractors providing for non-employment of children.
- iii. Every department/division will ensure that the policy is implemented in true spirit.

#### **3.3 Awareness among stakeholders:**

- i. The Company shall cause to communicate the policy to all the employees.
- ii. The Company shall also communicate not to engage child labour on domestic front also communicate it to the service providers.
- iii. The Company will circulate the policy to its stakeholders in order to encourage them to adopt this policy.

**3.4 Community partnership:**

- i. The Company shall observe Children's day to spread awareness and education in the interest of employees at large.
- ii. The Company shall support child education with the help of NGO's.