

M/s. Electranex India Private Limited



Doc. No.: HR/F/CFL, Rev:1, dt: 30.04.2024

Title: Child & Forced Labour Policy	Policy No.: HR/F/04, Rev.1
Date of Issue: 01.03.2006, Rev Dt: 30.04.2024	Issued By: Management

Date: 01.03.2006

Child & Forced Labour Policy

1. Objective:

- a. This policy explains guidelines to be followed for prevention of employing child labour in offices or factories present & future premises owned or governed by M/s Electranex India Private Limited.

2. Scope.

- a. Applicable for all offices, factories and locations governed, owned & controlled by M/s Electranex India Private Limited.

3. Guidance.

- a. Electranex India Private Limited considers and obeys social & economic obligation towards their stakeholders; it is essential to uplift, maintain & non-degrade the socio-economic standard of the surrounding.
- b. Electranex India Private Limited follows, upholds the fundamental laws of constitution such as "Fundamental Right against Exploitation-Article 23 & 24" preventing employment of forced as well as child labour to all the offices & factories governed, owned & controlled by Electranex India Private Limited.
- c. We abide with The Bonded Labour System (Abolition) Act, 1976 and Child Labour (Prohibition and Regulation) Act, 1986.
- d. We do not employ or permit the employment of person below the age of 18 years in any of governed, owned & controlled factories, offices across all locations either directly or indirectly via or through the stakeholders of the system.
- e. Through continuous monitoring of employment process, we prevent forced & child labour (below 18 years of Age).
- f. All our employees, spokesperson and management abide by this policy; if not any notable incidents can be reported to undersigned authority anonymously or directly.

Vihang B. Desai
Director
Electranex India Private Limited

Electranex India Private Limited

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