

History of Revision:

Sr. No.	Date of Revision	Revision No.	Reason for Revision

Purpose

Trushna Exim endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child labour, nor exploitation of children in any of its global operations and facilities.

The purpose of this policy is to establish controls to ensure compliance and protection of children's rights with all applicable anti-Child labour regulations, forced labour to ensure Trushna Exim and its supply chain conduct business in a socially responsible and ethical manner.

Scope

The policy is applicable for all units of Trushna Exim and covers all individual's entering the premises for employment with Trushna Exim.

Objective

To prohibit the engagement of children in certain employments and to regulate the conditions of work of children in certain other employments. Be it enacted by Law "Child Labour (Prohibition and Regulation) Act, 1986". Prohibition of employment of CHILDREN in certain occupations and processes.

This is to ensure that there is a restriction in the age criteria for the employees working the premises that is 18 years and below to eradicate the child labour in the industry. **For authorized adolescents** (persons below 18 years of age but above 15 years), In pursuing this objective, the company will ensure that:

- At time of hiring, the age of all employees (permanent or not) is positively checked (if the person has an ID card or another official document);
- Contractors and other parties performing work for the company are to be informed of this policy, which will be considered as integral part of their contractual obligations toward the company.
- Children wrongfully employed will be terminated from employment with immediate effect. Termination entitlements will be as per the laws of the Country of employment.
- This is ensured by checking the age of all employees from age records as evidenced by age proof.
- If there are any cases of violation concerning issues related to child labour, such cases shall be investigated and suitable remedial action shall be initiated.
- If any children are found to be employed in Trushna Exim the remediation shall be as per the procedure Child labour remediation procedure.

OWNER	WRITTEN BY	APPROVED BY	MODIFICATION AUTHORITY
HR Department	HR Department	COO/CEO	COO/CEO
			