



ANTI-CHILD LABOUR POLICY

INTRODUCTION

DEFINING CHILD LABOUR

According to International Labour Organisation (ILO), Child Labour represents hazardous forms of work that disrupt the healthy development of a child. Child labour can limit or damage the physical, mental, social or psychological development of children and undermine a child's right to childhood, development and education. The company recognises its responsibility to take an effective role in reducing child labour.

Hazardous work

Any work which is likely to jeopardise children's physical, mental or moral health, safety or morals should not be done by anyone under the age of 18 or (16 under strict conditions)

Basic Minimum Age

The minimum age for work should not be below the age for finishing compulsory schooling, which is generally 15.

Light work

Children between the ages of 13 and 15 years old may do light work, as long as it does not threaten their health and safety, or hinder their education or vocational orientation and training.

Tulsyan NEC Limited (hereinafter referred as "TNECL" or "Company") is firmly committed to creating strong business growth, which is not achieved at the expense of the environment, quality of life or social equity. The Company will comply with all relevant and applicable labour regulations, treaties, conventions and principles relating to the protection, welfare and health & safety of children. Furthermore, the Company will not employ any person deemed by local or international laws, conventions or regulations to be a child in any capacity in any industrial operation under its control.

The Company acknowledges that in the course of carrying out its basic duties; without the knowledge of management; employers may indulge their children; it is some-times customary for children to play a part in the day-to-day work for the fun of it due to the fact that children have an affinity for work and activity. Nevertheless, the Company aims to apply this anti-child labour policy through education and strict supervision seeking to ensure that:

- a) The welfare and health & safety of children are paramount at all times.
- b) Any forms of practice undertaken by children for the development of craft skills and for the purposes of play do not conflict with or impede their proper educational development including school attendance.

The objective of the policy is to set out the ways in which the company will:

- Prevent child labour within its operations and supply chain
- Approach incidences where child labour is identified

IMPLEMENTATION

Efforts to Reduce the Engagement of Child Labour in the Taskforce

- Comply with national law on child labour and minimum age.
- Comply with the Convention on the Rights of the Child.
- Not use or support the use of child labour as defined in ILO Convention 138.
- Prohibit and seek to eliminate the worst forms of child labour in accordance with ILO Convention 182.
- Not work with those who use child labour – unless an elimination plan is in place.
- Base decisions about child labour on expert advice about the options available to children in the local context, and the best interests of the children affected
- Educate employees and all staff on child labour and its negative impacts in the work environment and on society as a whole.

Education and vocational work for children

Promote education for children of school age in accordance with the education policy of free compulsory basic education

Accept work of older children that forms part of vocational training framework if:

- Work is carried out as required by the relevant authority (for example, a government department) and after consultation with the employers and workers concerned
- It is a fundamental part of an approved education or training course or one designed to help in career choice or training.

Supervision and Reporting

- ❖ Through strict supervision to ensure that subcontractors or employers do not employ the services of under-aged children.
- ❖ Reporting and follow-up by the Human Resource Department will keep both management and workers in complying with the company's zero-tolerance of child labour.

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This policy was approved by the Board of Directors on 21 June, 2023.