



**ANTI- CHILD LABOUR & ANTI –FORCED
LABOUR POLICY**

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Purpose:

PCPL's Statement of Principles on Child Labor and Forced Labor is based on International Labor Organization (ILO) conventions and national laws, and recognizes regional and cultural differences. Our policy also includes an explicit ban on the use of any forced labor or exploitative working conditions.

Scope:

We communicate this policy to our direct suppliers, licensees and joint ventures, and we include a clear contractual obligation to meet these requirements as an ongoing condition of our business relationship. We believe that promoting fair and appropriate employment at our organization.

Policy:

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

- Prevent child labour within its operations.
- We do not engage in or condone the unlawful employment or exploitation of children in the workplace or the use of forced labor.
- In accordance with the conventions of the International Labor Organization (ILO) and national laws, we will restrict employment to those age 15 or older, or the local minimum employment age, or the mandatory schooling age, whichever is higher. Furthermore, all temporary workers utilized by us, and all third party-employed workers who perform work in our premises, shall meet these minimum age requirements. We also explicitly prohibits the use of forced labor, i.e., any work or service that a worker performs involuntarily, under threat of penalty.
- Through strict supervision we 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.

Date Of Issue	Prepared By Swapan Dutta	Checked By Netai Mahalanabis	Approved By Anshu Kejriwal
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