

	UNITECH PLASTO COMPONENTS PRIVATE LIMITED	Doc No	UPCL/ESG/D/01R
		Date of Doc	08/01/2024
		Rev No	00
	CHILD LABOUR POLICY	Supersede	00

1. Objective and Purpose of the Policy:

Unitech Plasto Components is committed to respecting and protecting the fundamental human rights of all employees and stakeholders, in compliance with relevant laws and regulations.

2. Scope of the Policy:

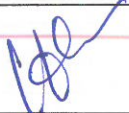
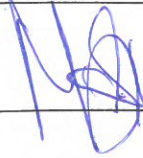
This policy applies to all the employees including contract employees who were employed in the Unitech Plasto components and its operation.

3. Policy/Guidelines:

- Unitech Plasto Components does not engage or support any form of child labour in day-to-day operation, including but not limited to production, manufacturing and supply chain activities, this prohibition extends to all our employees, contractors and supplier etc.,
- Unitech Plasto Components ensures that it do not engage any person who has not completed the age of 18 years as per the documentary evidence produced by the employee during the recruitment process.
- Unitech Plasto HR Team will be monitoring the compliance with this policy and conducting regular audits to ensure that no child labour is being used. And any violation of the policy will result in the disciplinary action including termination of the employment.
- Unitech Plasto Components encourages any form of child labor to the HR or management, and the reports are taken seriously and will be investigated thoroughly.

4. Communication and Training:

Unitech Plasto components provides training to all employees including the new hires during On-boarding process about prevention of child labor and the consequences of non-compliances with the policy.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
		

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5. Review of Policy:

Child Labour Policy has to be approved by MD. The Organization reserves the right to modify and/or review the provisions of this Policy from time to time, in order to comply with applicable legal requirements or internal policies, to the extent necessary.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
		