



MANTRI METALLICS PVT.LTD.

CHILD LABOUR POLICY

REF. NO.	MMPL/CSR/HR/P 03	Issue No./Date	00/30.06.2024
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Aim – To ensure no child labour or forced labour is employed in the company as per the guidelines by ILO Conventions 138 on the Minimum Age for admission to employment and reference to Child Labour Act (Prohibition & Regulation) Act, 1986.

Scope: – All units of Mantri Metals Pvt Ltd., vendors, contractors and consultants.

Objective – 1. Expulsion of child labour or forced labour in all possible forms.
2. Identification and prohibition of child labour or forced labour.
3. Establish a minimum age policy for entry into work or employment.

Policy details:–

1. While enrolling any employee or contract labour, Mantri Metals will ensure no child labour is employed.
2. Employee age will be ensured through 10th (SSC) standard Certificate, driving license, school leaving certificate or passport etc. for the new joining employee by HR through Employee Registration form.
3. Mantri Metals will also get informed from all vendors and suppliers. Periodic audits will be taken to ensure no child labour is employed if any cases found strict action against responsible people will be carried out apart from termination of services.
4. Ensure certificate from the management of suppliers, that no child labour is used in their company. This exercise will be carried out once per year. Any issue related to child labour or forced labour if found, vendor or supplier will be terminated.
5. Mantri Metals will ensure all vendors & suppliers either have a policy on child labour and if not will ask a certificate from the management of vendors and suppliers that no child labour is used in their company. This exercise will be carried out once per year.
6. Mantri Metals management and committee ensures activities like restriction of movement, deception, withholding of wages, retention of identity documents, intimidation and threats, physical and sexual violence, isolation, abusive living and working conditions, excessive overtime and debt bondage etc. are not happens in Mantri Metals, which covers under "Human Trafficking and Forced Labour."

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Child Labour, forced labor and/or human trafficking and Remediation process: -

- If it is suspected that an underage worker is employed in our organization then immediate steps should be taken to verify the age of the individual against official documentary evidence.
- Act quickly and appropriately by removing the worker from the work area to ensure their safety.
- Record the name, age, and contact details of the workers concerned.
- Explain the legal requirements and restriction on working ages to the child clearly and carry out an age verification check.
- Will consult with child focused organization and local authorities regarding any child allegedly or confirmed to be involved in child labour.
- Terminate the employment relationship.
- Treat each situation of labour on a case by case basis to ensure the best interest of the child considering their specific needs and aspiration when drawing up the remediate programme.

Communication of this Policy: -

1. Training.
2. Notice board.
3. Company Web site.
4. Joining of new employee.
5. Company web site

Committee Members -

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