

	Prohibition of Child & Forced Labour Policy	
	HR Process No.02	1st October 2022

Prohibition of Child & Forced Labour Policy

HERANBA INDUSTRIES LIMITED, Introduces, 'No Child or Forced Labour Policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It has been formulated in consideration with law of the Land. It therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

HERANBA INDUSTRIES LIMITED, does not employ any person below the statutory age limit at the workplace (below the age of eighteen years). **HERANBA INDUSTRIES LIMITED**, prohibits the use of child labour and forced or compulsory labour at his site. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes. The implementation of the policy is the responsibility of the Human Resource Department and Security Staff, who do not permit minors to enter the factory as workers.

There is zero tolerance policy towards its breach. Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at the site and are open to verification by any authorized personnel or relevant statutory body.

Monitoring & Audit:

Periodic assessment & random checks are been Undertaken by Human Resource Department, Any Deviation been rectified and the same has been reported to Management.

Prepared & Proposed By (HR Department)	Authorized By Subodh M. Pitkar – V.P. – HR & Admin.)
	

