

### CHILD LABOUR POLICY

- We do not engage any person below 18 years to work or to enter our Factory premises.

#### Procedure

1. We ensure that any person who wish to join our mining, shall be above 18 years of age by his/her age proof document verification like Voters ID, Passport, Driving license, Aadhaar Card etc.,
2. In case the above could not be furnished, they are requested to get a Dentist/Orthopedician certificate to claim that they are above 18.

### CHILD REMEDIATION


In case of foreseen chances and/or any person found working or entered our factory premises who is below 18 years of age, we would encourage them for their education and provide them financial support for the cause, as far as reasonably practicable.

Also, as our CSR, we support children of our employees for education with books, fees and/or any other related needs.



  
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