

	<b>MANORAMA INDUSTRIES LIMITED</b>	Document No	MI/POL/40/02
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	<b>POLICY ON CHILD LABOUR</b>	Page 1 of 1	

We want to do business in a legal, ethical manner adding value to society and the Environment instead of doing harm, as an Organization. Helping stop child labor is fundamental to us. We want to make sure that our organization doesn't take part in children's exploitation and also helps end it to the best of our ability.

## OBJECTIVE

The purpose of this policy is to provide a safe and healthy working environment supported by mutual respect and equality.

## SCOPE

This policy is applicable for the entire organization, our partners, our vendors, suppliers, contractors, or anybody we do business with.

## RESPONSIBILITIES

Human Resources Department

We are committed not to do business with any organization that employs children younger than [18]. We have included this condition in every contract we sign and reserve the right to break the contract without penalty if our stakeholder violates this condition and refuses to agree on or follow through with an elimination plan.

MIL shall adhere to the following statements:

- We shall not employ children under any circumstances.
- The company is against all kinds of exploitation of children.
- The company will not do business with any organization that practices child labour and does not uphold similar standards.

## ACTIONS AND IMPLEMENTATION

To make sure we enforce this policy and help eliminate child labor, we're committed to:

- Educating our staff on youth work laws and inform them to report HR Department child labor, if they see or suspect it.
- Requiring hiring managers and HR to avoid hiring minors under the legal age for working.
- Keeping and validating documentation verifying our employees' age after they're hired. Communicating our no child labor policy to organizations we're connected with and ensure our contracts have the right stipulations.

**Manorama Industries Limited**



**Director**

**01.07.2023**



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