PUKHRAJ ADDITIVES LLP

CHILD LABOUR PREVENTION POLICY

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1. Objective

Pukhraj Additives LLP is committed to protecting the rights, welfare, and safety of children and young workers. The Company strictly prohibits the employment of child labour in any of its operations and is committed to complying with the **Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (as amended)**, the **Factories Act**, and other applicable Indian labour laws.

The Company also expects its contractors, suppliers, and business partners to uphold the same standards and not engage in the use of child labour.

2. Policy

The Company shall not employ any person below the minimum legal age prescribed under applicable laws.

Young persons, where legally permitted to work, shall not be assigned hazardous work or duties that may endanger their health, safety, education, or overall development.

Age verification shall be carried out during the recruitment process using valid government-issued identity documents before employment is confirmed.

3. Responsibilities

All employees, supervisors, contractors, and business partners shall support the implementation of this policy by:

- Complying with all applicable child labour laws.
- Ensuring that no child is employed in any Company operation or by contractors working on Company premises.
- Immediately reporting any suspected instance of child labour to the Human Resources Department or Management.
- Supporting awareness and compliance programs related to child labour prevention.

4. Non-Compliance

Any confirmed violation of this policy shall be treated as a serious breach of Company policy and may result in disciplinary action, termination of employment or contract, and reporting to the appropriate authorities where required by law.

5. Child Labour Remediation

If a case of child labour is identified, the Company shall immediately remove the child from hazardous or inappropriate work and take appropriate corrective action in accordance with applicable law. The Company shall assess the circumstances of the case and take reasonable steps to support the child's welfare, safety, and continued education, where appropriate and legally permissible. The Company shall also investigate the root cause and implement corrective actions to prevent recurrence.

Approved By



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