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|  | OMAX COTSPIN PVT LTD | DOC NO. | OCPL/HR/04 |
| | ANTI CHILD LABOUR POLICY | ISSUE NO/DATE | 02/01.12.2020 |
| | | REV NO/DATE | 00/01.12.2020 |

SYNOPSIS: -

As a corporate policy, in our organization does not engage, employ, support, or allow the use of Child Labor at any of its workplaces. As an organization, we want to do business in a legal, ethical manner adding value to society and the environment instead of doing harm. 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 helps end it to the best of our ability.

OMAX will not tolerate the use of unlawful child labor in the manufacture of products it sells and will not accept products or services from supplier, subcontractors or business partners that employ or utilize child labor in any manner.


DEFINITION:

Child labor, as defined by the International Labor Organization (ILO) Convention & CHILD LABOUR ACT 1986 is "work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

OMAX POLICY

1. Will not employ children that falls into the definition as stipulated by ILO Convention, not withstanding any national law or local regulation.
2. Will comply with all other applicable child labor laws, including those related to wages, hours worked, overtime and working conditions.
3. Our organization against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities.
4. Will expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. Should violation of these Principles become known to OMAX and not be remediated, we will take serious action, including discontinuation of the business relationship.
5. It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all our operations and facilities.

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| PREPARED BY | : HRD | PAGE 1 of 2 |
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| APPROVED BY | : GENERAL MANAGER | |

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Documented procedure elaborates this child Labor Remediation policy of Omax, which includes the commitment for financial and other support to enable such found children to attend and remain in school till their childhood.

For ensuring the to prevent child Labor, we have proper Documents system.
At the time of recruiting Omax Verify all the Documents related to Age proof

1. Birth Certificate
2. School Leaving Certificate
3. Mark sheet
4. Aadhar Card
5. Election Card
6. Medical Fitness Certificate

We all are ensuring that remediation of policy and procedure are effectively communicated to all personnel and Interested parties of organization.

If any Child is found to be working for our organization in violation of the above, has a policy for the Remediation of such Children.

Although not encouraged, our organization or its Suppliers/ Subcontractors may employ Young Workers, if unavoidable, provided all the following conditions are strictly fulfilled.

- No Young Workers is engaged at the expense of his/her education.
- If pursuing education, the Young Workers is engaged only after his/her school hours.
- The total work, schooling, and transportation time of the Young Worker does not exceed a combined total of 10 hours per day.
- No female Young Workers not engaged during night shift common.
- Male Young Worker is engaged during night shift common only at his consent.

We are ensuring that young persons are not exposed to any situation-in or outside Omax's workplaces that may be hazardous and/or unsafe for their physical and mental Health and development.

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| PREPARED BY : HRD | | PAGE 2 of 2 |
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