
	OMAX COTSPIN PVT LTD	DOC NO.	OCPL/HR/05
	CHILD LABOR REMEDIATION POLICY	ISSUE NO/DATE	02/01.12.2020
		REV NO/DATE	00/01.12.2020

SYNOPSIS:

It is our organization policy **not** to recruit any personnel below 14 years of age directly or indirectly, however in the event, any child labor is discovered, the documents stating the terms of employment & evidence of wage payments should be provided.

1. The Organization shall remove the child worker from the workplace & help enroll them to school & ensure they do not suffer more than if they were to remain working or do not end up working with other factories.
2. The Organization will provide adequate support to enable such children to attend & remain in school until no longer a child.
3. The Organization will bear the following costs:
 - a. Tuition related expenses such as uniform, books & living stipend to replace the lost income.
 - b. The Organization will offer to hire the parents, guardians, elder siblings, or members of the extended family of the children.
 - c. Pay a living stipend to replace lost income.
4. The Management will protect the underage children from exploitative conditions that could harm the children physically, morally & financially.

PREPARED BY : HRD		PAGE 1 of 3
REVIEWED BY : HR MANAGER		
APPROVED BY : GENERAL MANAGER		

	OMAX COTSPIN PVT LTD	DOC NO.	OCPL/HR/05
	CHILD LABOR REMEDIATION POLICY	ISSUE NO/DATE	02/01.12.2020
		REV NO/DATE	00/01.12.2020

5. The Young workers will be deployed on “LIGHT WORK”:
 - a. Which is not likely to harmful to a worker’s health or development.
 - b. Is not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority.


6. The Organization will **not** expose children/ young workers to:
 - a) Work underground, underwater at dangerous light or in confined spaces.
 - b) On dangerous machinery, equipment & tools which involves manual handling or transport of heavy loads.
 - c) Unhealthy working environment i.e., exposing children to hazardous substances, agents, temperature, noise levels or vibrations damaging to their health.
 - d) Night shifts.

7. The Organization has an effective procedure for halting new hires of children & this involves additional training for managers or a program to apprise them of Organization policy.

Light work refers to the work that is:

- a) Not likely to be harmful to a child ‘s health or development.
- b) Not such as to prejudice their attendance at school, their participation in vocational orientation or training programs or their capacity to benefit from the instruction received.

PREPARED BY : HRD		PAGE 2 of 3
REVIEWED BY : HR MANAGER		
APPROVED BY : GENERAL MANAGER		

	OMAX COTSPIN PVT LTD	DOC NO.	OCPL/HR/05
	CHILD LABOR REMEDIATION POLICY	ISSUE NO/DATE	02/01.12.2020
		REV NO/DATE	00/01.12.2020

RECORDS:

Record Name	Kept Where
1. AGE VERIFICATION CERTIFICATE like BIRTH CERTIFICATE, SCHOOL-LEAVING CERTIFICATE, and CERTIFICATE ISSUED BY QUALIFIED DENTIST, OR DRIVING LICENSE.	In Respective Personal files

PREPARED BY	: HRD	PAGE 3 of 3
REVIEWED BY	: HR MANAGER	
APPROVED BY	: GENERAL MANAGER	