



## CHILD LABOUR POLICY

Effective From: 07-Sep-2023

Revision No.:01

Policy Type: Internal / Public

### 1. Purpose

To avoid exploitation of child Labour who is below the age of 18 years.

### 2. Governing Act

Child & Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016 and rules made thereunder, if any, from time to time.

### 3. Scope

This Policy applies to all categories of employees of RELIABLE AUTOTECH PRIVATE LIMITED Including White Collar Associates, Blue Collar Associates, Contract labour & Floating Manpower.

### 4. Meaning

We at RELIABLE AUTOTECH PRAIVATE LIMITED undertake that the children below 18 years shall not be employed in any of the premises of our Company.

We recognise the rights of every child to be protected from economic exploitation from performing any work that is likely to be hazardous or to interfere with the child's education, or is harmful to the child's health or physical, mental, spiritual, moral, or social development.

Documentary evidence for the Age of the appointed employee or workmen at all premises/locations shall be checked on the floor before the final appointment. It is the responsibilities of every Division Head and Location Human Resources Business Partner's to strictly adhere to this policy.

### 5. Review and Updates

This policy will be reviewed periodically to ensure its effectiveness and relevance.

### 6. Amendment

The Company reserves the right to change/ amend / add /delete/ modify this policy in whole or in part, at any time without assigning any reason whatsoever. The Stakeholders acknowledge that they will not be personally advised of any such change/ amendment / addition /deletion/ modification. It is reviewed regularly by the concerned members to ensure it reflects continuous compliance with the applicable laws where we operate and serve.

SD/-

HR Head

SD/-

Director

**RELIABLE**

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<b>Organizations</b>	Reliable Autotech Pvt Ltd
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<b>Recommended By</b>	<b>Title</b>	<b>Date</b>	<b>Signature</b>
Sneha Agharkar	Lead - HR Excellence & Strategy	7/09/2023	

<b>Approved By</b>	<b>Title</b>	<b>Date</b>	<b>Signature</b>
Devendra Bapat	Director	07/09/2023	

### Confidentiality:

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SD/-  
HR Head

SD/-  
Director