



24- Child Labour Policy

Vision:

Market leader in every segment of logistics & shipping support service with a social conscience.

Commitment:

The Management of **J M Baxi Group** is committed to comply with the requirements of prohibition of child labour. In view thereof the Management hereby prescribes the policy on prohibition of child labour that would be applicable to and adhered by all the entities of the group (individually referred to as the Company hereinafter) which is as follows:

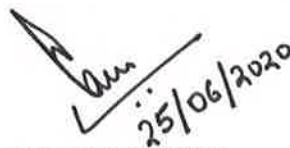
- ❖ The Company does not employ Child Labour nor does it support the use of Child Labour or forced or bonded labour of any sorts, directly or indirectly, and the company shall at all times be in compliance of the Child Labour (Prohibition & Regulation) Act, Bonded Labour System (Abolition) Act, 1976, the Contract Labour (Regulation & Abolition) Act, 1970 and such other applicable provisions of the law at all times.
- ❖ The minimum age for recruitment for all levels of employees shall be in accordance with the applicable legal framework and in compliance with the applicable legal requirements from time to time.
- ❖ The Company shall not engage in or support or encourage employment of child labor in accordance with the convention 138 of International Labour Organization (ILO) nor does the Company support or engage the use of forced or compulsory labour as defined in ILO Convention 29, nor shall personnel be required to pay "deposits" or lodge identification papers with the company upon commencing employment.
- ❖ The Company shall establish, document, maintain, and effectively communicate to its personnel, contractors and their sub-contractors, if any, and other interested parties, policies and written procedures for remediation of children found to be working in situations which fits within the definition of child labour as above.

A handwritten signature in black ink, appearing to be 'A. Baxi', is located in the bottom right corner of the page.

- ❖ It shall be ensured that any contract employees engaged through contractors and working in Company's premises/Terminal shall also be in compliance with applicable legal provisions in this respect.
- ❖ At the time of employment, it shall be ensured that all employees are above or at least of minimum age as set out by law. This shall be ensured by checking the age of all employees from age records as evidenced by birth certificates, school records or certificate of age proof from a certified Medical Practitioner/Dental Surgeon.
- ❖ The Company shall retain a copy of the document submitted by the employee as proof of age, after suitable verification, in the personnel file.
- ❖ At the time of employment, the company shall obtain signed application forms from the employee stating among other things his/her age and date of birth.
- ❖ Periodic review of the performance of the process and procedures aimed at prohibiting child labour implemented in the Company shall be carried out during which the documents in support of age are also reviewed.

If any children are found to be employed in the Company, the remediation shall be in accordance with the applicable legal framework.

- ❖ A signage to be placed at the prominent place "that the Company is in compliance with the Child Labor (Prohibition and Regulation) Act".



Capt. Yogesh Gaur
Sr. Vice President HR & Admin