

Child Labour Remedial Policy

OBJECTIVE

In order to prohibit the employment of children at the entry stage (“child” means, below the age of 14 years and “young worker” means below the age of 18 but above 14 years), so as to envisage under the U N convention, ILO and labor legislation’s,

Vamani Overseas Pvt Ltd. thought it fit to comprehensively put an end to such an employment which is considered to be a violation against the law and more particularly its interpretation to mean that an employment of child labor is a crime. Hence, to comprehend the same a draft on child labour remedial policy for Vamani Overseas Pvt Ltd. is introduced.

SCOPE

This child labour remedial policy will be implemented for the whole Vamani Overseas Pvt Ltd. i.e. for all the presently existing units and for the units which may come up in the near future.

PROCEDURE

- To generate total awareness against employing any one below 18 years who deems as child labour in Vamani Overseas Pvt Ltd.
- To identifying and make an effective way to apprehend child labour in Vamani Overseas Pvt Ltd.
- Total avoidance of child labour - set up a proper monitoring and inspection at work place by HR department where by we ensure that there is no child labour in the company.
- In Vamani Overseas Pvt Ltd.while hiring employees, recruitment practices and procedures cannot be looked into in isolation. The age proof certificate obtained from the school or colleges, or as certified by the competent doctors need to be documented. A Certificate from a competent doctor recognized in this regard can be construed to be a valid document.
- In Vamani Overseas Pvt Ltd. upon hiring new persons, the factory HR department must ensure that each worker produces the original document for verification of age prior to employment. It can be a birth certificate, educational certificate or an Aadhar card.
- In Vamani Overseas Pvt Ltd. the document so obtained shall be made available in the individual personnel file.
- In areas where falsification of age documentation runs a common phenomenon, the HR Department should obtain a second means of verification for the same.

- In Vamani Overseas Pvt Ltd. the production in-charge will ensure that all workers engaged in operating or working close to hazardous equipment, working at dangerous heights or lifting heavy loads or exposed to hazardous substances, are above the legal age for such work.
- In Vamani Overseas Pvt Ltd. crèche facilities will not physically overlap with production areas and,
- Children will not be allowed in the factory work area at any time, unless they are a part of a guided school group tour or other such unusual event.
- In Vamani Overseas Pvt Ltd. in case a child is found due to falsification of age documentation he / she shall be put in a NGO or National Child Labour program (NCLP) school. Ensure he gets compulsory primary education up to be age of 14 years as per the article 45 of the constitution of India.

These above guidelines are framed for the purpose of Child labour remedial policy and its implementation in Vamani Overseas Pvt Ltd. to suit the current legal position of the local laws. Should there be a necessity for an amendment, these guidelines are being not exhaustive and can be amended suitably from time to time.