

# NO CHILD & FORCED LABOUR POLICY

FLAMMER'S AIM TO ERADICATE THE CHILD LABOUR



# FLAMMER



1<sup>ST</sup> APRIL 2024

DOC. NO. FTPL/HRD/P/8

FLAMMER TECHNOLOGIES PRIVATE LIMITED

Flammer's 'No Child & Forced Labour Policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It thus endorses the need for appropriate initiatives to progressively eliminate these abuses.

## 1 Policy

FTPL does not employ any person below the age of eighteen years at the workplace. **Flammer** prohibits the use of forced or compulsory labour at all its units. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work. A system of checking and maintaining records of workers at the time of employment, to determine proof of age is in place and monitored on a regular basis.

## 2 Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes, policy manuals and intranet portals.

A signage to be placed in the entrance that " **No person shall permit to work below the age of 18**".

The implementation of the policy is the responsibility of the Unit's HR Department and the security staff who do not permit minors to enter the factory as workers.

Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorized personnel or relevant statutory body.

The unit provides an annual report on all reported, if any, incidents of child or forced labour to the **Unit** head.

## 3 Monitoring & Audit

Corporate Internal Audit and EHS /HR-Admin departments undertake audit and assessment annually.

If any person employed or engaged with the Company is found to be soliciting or facilitating employment of any child, the company shall take disciplinary action against such person, which may include termination and reporting to Unit Head

The company also requires that its suppliers, agents & contractors commit not to engage or employ children. Prior to entering in relationship with the company, all suppliers, agents & contractors are required to execute an undertaking that they do not engage any children in respect of its services provided to or on behalf of the company.





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On the completion of the remediation plan, the committee should ensure that the remediation plan objectives are achieved. External agencies (if needed) can be nominated to perform regular checks to ensure no child labour exists in the supply chain.

### 4 Child Labour and Remediation Process: -

If it is suspected that an underage worker is employed in our organization then immediate steps should be taken to verify the age of the individual against official documentary evidence.

- i. Act quickly and appropriately by removing the worker from the work area to ensure their safety.
- ii. Record the name, age, and contact details of the workers concerned.
- iii. Explain the legal requirements and restriction on working ages to the child clearly and carry out an age verification check.
- iv. Consult with child focused organization and local authorities regarding any child allegedly or confirmed to be involved in child labor.
- v. Terminate the employment relationship.
- vi. Treat each situation of labour on a case by case basis to ensure the best interest of the child taking into account their specific needs and aspiration when drawing up the remediate program.

### 5 The programme is to include:

To counsel him and his parents regarding the importance of Education & vocational training, which will help in building his career and future growth.

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s/d

Director

Flammer Technologies Pvt. Ltd.

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Director

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Director