



## **POLICY ON PROHIBITION ON USE OF CHILD LABOUR**

### **1. PREAMBLE**

Child Labour (Prohibition & Regulation) Act, 1986 prohibits employment of children below the age of 14 years.

### **2. PRAJ POLICY ON PROHIBITION ON USE OF CHILD LABOUR.**

We appreciate that child labour is a complex problem and successful remediation is not easy to achieve and requires a holistic, multi-stakeholder approach.

In line with the Child Labour [prohibition and regulation] Act of 1986, use of child labour is strongly prohibited in any of the Praj Factories and Project Sites. It is also part of Praj Business Responsibility Policy [ref: Clause on Employee Relations and Welfare].

In order to minimize chances of inadvertent use of child labour, we have an internal rule making the eligibility to enter as minimum 18 years age. Verification and record keeping of age proof is a zero tolerance activity for security and administration.

We work with our suppliers with the same rigor of the rules applied internally and prevent the use of child labour.

### **3. REMEDIAL PLAN FOR INADVERTENT USE OF CHILD LABOUR**

If we suspect that any worker in our factory /site may be underage, we check their ID as part of a routine document check process without raising the alarm. If checks are inconclusive, we take the following actions:

- Remove the child from all work immediately and ensure the child is in a safe place.
- Obtain contact details of child and parents/guardian, and wherever possible, home address. Talk to the child to ensure understanding of what is happening.
- Communicate to the employer [in case it is through a supplier/service provider] and parents / guardian and confirm the status of child.

When the checks are conclusive, we further take the following actions:

- Communicate to top management regarding remediation that may consist of providing free food and free and safe accommodation [in case of migrant labour] and payment of appropriate stipend.

#### **Praj Industries Limited**



- Arrange payment of an education stipend to the child both during the exploratory phase and throughout the whole remediation programme. The stipend should be equivalent to the amount the child was earning whilst employed, or at least local minimum wage standard, whichever is higher. The stipend should be paid monthly, rather than as a lump sum.
- Motivate and support the parents/guardians regarding the benefits of schooling/vocational training.
- Verify that funds spared for the education/ vocation training of the child are actually used for the purpose.

#### 4. RESPONSIBILITY

Plant Head through HR department till the child complete the age of 18.

Date:03/02/2023

For Praj Industries Ltd.

Sd/-

Dr Pramod Chaudhari  
Executive Chairman