

	GREATWHITE GLOBAL PVT. LTD.	
	CHILD LABOUR POLICY	
	DOC NO. : GGPL-CLP-01	EFFE DATE : 01.08.2018

GREATWHITE GLOBAL PVT. LTD. does not employ Child Labour nor does it support the use of Child Labour.

The minimum age for recruitment for all levels of employees shall be **18 years and above**.

GREATWHITE GLOBAL PVT. LTD. shall establish, document, maintain, and effectively communicate to personnel and other interested parties, policies and written procedures for remediation of children found to be working in situations which fit the definition of child labour above, and shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child as defined above.

GREATWHITE GLOBAL PVT. LTD. shall not expose children or young workers to any situations – in or outside of the workplace – that are hazardous or unsafe to their physical and mental health and development.

A person with specific responsibility to communicate, deploy, monitor and maintain the process and procedures aimed towards ensuring that the company does not employ or use child labour has been designated.

It is ensured that any contract employees engaged through contractors and working in our factory shall also be above the minimum age set by Factory Rules.

At the time of employment it is ensured that all employees are above or at least of minimum age as set by Factory Rules. This is ensured by checking the age of all employees from age records as evidenced by birth certificates, school records, government approved ID card and if required, certificate of age proof from a certified Dental surgeon.

GREATWHITE GLOBAL PVT. LTD. retains 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, **GREATWHITE GLOBAL PVT. LTD.** also obtains 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 **GREATWHITE GLOBAL PVT. LTD.** is carried during which the documents in support of age are also reviewed.

If there are any cases of violation concerning issues related to child labour, such cases shall be investigated and suitable remedial action shall be initiated.

DATE: 01.08.2018

Mr. Santosh Singh
(Plant Head)