



**PROHIBITION OF CHILD LABOUR AND PREVENTION OF FORCED LABOUR AT THE WORKPLACE POLICY**  
**OF**  
**PARAS DEFENCE AND SPACE TECHNOLOGIES LIMITED**

**Document Control**

Document Title	Prohibition of child labour and prevention of forced labour at the workplace policy
Version	1.0
Effective Date	September 04, 2023
Document Owner	Secretarial and Compliance
Document Approver	Board of Directors

## **POLICY ON PROHIBITION OF CHILD LABOUR AND PREVENTION OF FORCED LABOUR AT THE WORKPLACE**

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**“Child is meant to learn, not to earn”**

### **POLICY MOTIVE**

The company firmly believes in “No Child Labour and No Forced Labour” Policy

### **THE POLICY**

The company has firm conviction in-

- forbidding the deployment of of forced or compulsory labour at all its Units.
- Making sure that no individual below the age of 18 years is employed in the workplace.
- Making sure that no person is employed as bonded labour.
- Making sure that no assignments are made with any vendors or suppliers whodeploy child labour or forced labour.

### **POLICY EXECUTION**

The company has onus to circulate this policy to all employees in meaningful way.

Company’s all units have adequate and appropriate systems and procedure in vogue to ensure compliance with the Policy and with legal provisions, including grievances redressal mechanism through members of Management committees.

Keep watch on the compliance of the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy being the most relevant committee touching upon the human aspect of the business and HRM.