

OMAX COTSPIN PVT LTD	DOC NO.	OCPL/HR/05
CHILD LABOR REMEDIATION POLICY	ISSUE NO/DATE	02/01.12.2020
	REV NO/DATE	00/01 12 2020

## **SYNOPSIS:**

It is our organization policy **not** to recruit any personnel below 14 years of age directly or indirectly, however in the event, any child labor is discovered, the documents stating the terms of employment & evidence of wage payments should be provided.

- 1. The Organization shall remove the child worker from the workplace & help enroll them to school & ensure they do not suffer more than if they were to remain working or do not end up working with other factories.
- 2. The Organization will provide adequate support to enable such children to attend & remain in school until no longer a child.
- 3. The Organization will bear the following costs:
  - a. Tuition related expenses such as uniform, books & living stipend to replace the lost income.
  - b. The Organization will offer to hire the parents, guardians, elder siblings, or members of the extended family of the children.
  - c. Pay a living stipend to replace lost income.
- 4. The Management will protect the underage children from exploitative conditions that could harm the children physically, morally & financially.

PREPARED BY	: HRD	PAGE
REVIEWED BY	: HR MANAGER	1 of 3
APPROVED BY	: GENERAL MANAGER	



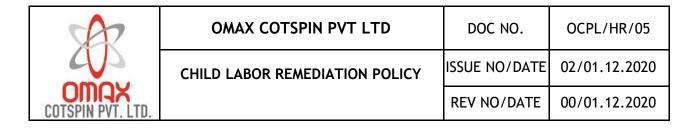
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- 5. The Young workers will be deployed on "LIGHT WORK":
  - a. Which is not likely to harmful to a worker's health or development.
  - b. Is not such as to prejudice their attendance at school, their participation in vocational orientation or training programs approved by the competent authority.
- 6. The Organization will **not** expose children/ young workers to:
  - a) Work underground, underwater at dangerous light or in confined spaces.
  - b) On dangerous machinery, equipment & tools which involves manual handling or transport of heavy loads.
  - c) Unhealthy working environment i.e., exposing children to hazardous substances, agents, temperature, noise levels or vibrations damaging to their health.
  - d) Night shifts.
- 7. The Organization has an effective procedure for halting new hires of children & this involves additional training for managers or a program to apprise them of Organization policy.

Light work refers to the work that is:

- a) Not likely to be harmful to a child 's health or development.
- b) Not such as to prejudice their attendance at school, their participation in vocational orientation or training programs or their capacity to benefit from the instruction received.

PREPARED BY	: HRD	PAGE
REVIEWED BY	: HR MANAGER	2 of 3
APPROVED BY	: GENERAL MANAGER	



## **RECORDS**:

Record Name	Kept Where
1. AGE VERIFICATION CERTIFICATE like	
BIRTH CERTIFICATE, SCHOOL-LEAVING	
CERTIFICATE, and CERTIFICATE ISSUED BY	In Respective Personal files
QUALIFIED DENTIST, OR DRIVING	
LICENSE.	

PREPARED BY	: HRD	PAGE	
REVIEWED BY	: HR MANAGER	3 of 3	l
APPROVED BY	: GENERAL MANAGER		l