HIGH TENSILE FASTNUTS (I) PVT. LTD.
PUNE

POLICY ON CHILD LABOUR

Child labour is defined as subjecting a person, deemed to be a child, to any work that harms a Child's wellbeing and hinders his or her education, development and future livelihood. Child labour is work which by its nature and/or the way it is carried out, harms, abuses and exploits the child and Deprives the child of an education.

1. M/s. High Tensile Fastnuts believes that children should have the right to education and a healthy life,And is committed to ensuring that children, under the age of 18 years, are not employed by the Company for any work related purpose.

2. M/s. High Tensile Fastnuts supports relevant National laws and International agreements.

3. M/s. High Tensile Fastnuts will not knowingly participate in any activities which could be categorised as Using child labour. In pursuing this objective the group will ensure that:

a. At time of hiring, the age of all employees (permanent or not) is positively checked (if the Person has an ID card or another official document); when no documents are available to Check the age, the company employee/manager in charge will use her/his best judgment, and Can refuse employment in case of doubt. People refused employment on this basis will be Informed that they can file a grievance with the company, for a review of their situation.

b. Contractors, Smallholders and other parties performing work for the company are to be Informed of this policy, which will be considered as integral part of their contractual Obligations toward the company.

c. In the event of an occurrence of child labour being discovered, the relevant manager must be Immediately informed and action must be taken without delay to correct the situation. It is the Obligation of employees and managers to report child labour activities that they witness, or That are reported to them.

d. Children wrongfully employed will be terminated from employment with immediate effect. Termination entitlements will be as per the laws of the Country of employment.

4. Disciplinary action is taken against company employees who wilfully are in breach of this policy.

5. This Policy applies to all departments under the Management of M/s. High Tensile Fastnuts (I) Pvt. Ltd.

Director sign :	Doc no. - QSM-C/4
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