



RAVIRAJ FOILS LIMITED. EHS PROCEDURE

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TITLE: Child Labour Policy	DOC. NO.	RFL/EHS/PR/86
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

1. Purpose

Raviraj Foils Ltd. is committed to eradicating child labour within its operations and supply chains. This policy outlines the measures taken to ensure that no child under the age of 15 is employed and that any work performed by individuals aged 15 to 18 is safe, non-exploitative, and does not interfere with their education or apprenticeship programs.

2. Policy Statements

2.1 Minimum Age for Employment

- Ensure that all workers employed by Raviraj Foils Ltd. are over the age of 15 years, or the minimum age specified by applicable law, whichever is higher.
- Establish robust procedures for verifying the age of workers prior to recruitment to prevent child labour.

2.2 Protection of Young Workers (15-18 Years)

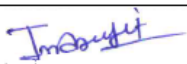
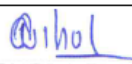
- Ensure that work performed by individuals aged 15 to 18 is not hazardous, exploitative, or interfering with their education or apprenticeship programs.
- Implement risk assessments to identify and mitigate any potential hazards in the workplace that may affect young workers.

2.3 Elimination of the Worst Forms of Child Labour

- Prohibit the worst forms of child labour, including hazardous work, child slavery, debt bondage, trafficking of children, and forced child labour.
- Conduct regular assessments to ensure that no children under the age of 18 are engaged in work that is harmful to their health, safety, or morals.

2.4 Remediation and Support

- If instances of child labour are discovered, take immediate and appropriate actions to remove the child from harmful work, ensure their safety, and reunite

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them with their family or guardian.

- b. Provide financial and/or other support to enable the child to attend and remain in quality education until they complete compulsory education.
- c. Collaborate with public or non-governmental service providers to ensure the continued welfare of the child and to address the root causes of child labour.

2.5 Community and Supply Chain Engagement

- a. Support community development programs aimed at eradicating the root causes of child labour, in cooperation with local governments, international organizations, and civil society groups.
- b. Work with suppliers and contractors to ensure they comply with this policy, conducting due diligence to identify and address potential child labour risks within the supply chain.

3. Application

3.1 Scope

- a. This policy applies to all facilities operated by Raviraj Foils Ltd. and extends to all suppliers, contractors, and business partners within our supply chain.

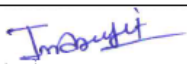
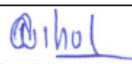
3.2 Implementation

- a. This policy is implemented through regular risk assessments, worker age verification procedures, and training programs for human resources managers.
- b. Where risks are identified, Raviraj Foils Ltd. will take proactive measures to eliminate child labour and ensure compliance with this policy.

4. Background

4.1 Understanding Child Labour

Child labour is work that deprives children of their childhood, interferes with their

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ability to attend regular school, and is mentally, physically, socially, or morally dangerous and harmful.

4.2 Legal Framework

The minimum age for employment is generally 15 years, with hazardous work being restricted to those over 18 years. This policy aligns with international standards such as those set by the International Labour Organization (ILO).

5. Implementation Considerations

5.1 Risk Assessments

- Conduct regular risk assessments to identify areas where child labour risks may exist, including hazardous labour tasks, contractor management, and supply chain relationships.
- Implement controls to prevent the employment of underage workers and to protect young workers from hazardous conditions.

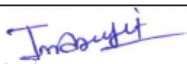
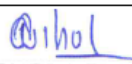
5.2 Age Verification

- Strengthen hiring policies to ensure robust age verification processes are in place.
- Train human resources personnel to recognize and address potential child labour risks.

5.3 Remediation Actions

- If child labour is identified, remove the child from harmful work and ensure their safety and well-being.
- Provide support to ensure the child can access quality education and other necessary services.

6. Resources and Training

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6.1 Guidance and References

a. For more guidance on addressing child labour risks, consult references including the ILO Child Labour Guidance Tool for Business, the UNICEF Children's Rights and Business Principles, and the IFC Performance Standard 2.

6.2 Training Programs

a. Provide training for all employees, particularly human resources managers, on the risks of child labour and the procedures for age verification and remediation.

7. Revision History:

Sr. No.	Issue Date	Reason for revision	Revision No.	Obsolete Doc No.
1	20/08/2024	First Issue	00	-

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