



# JINABAKUL FORGE PVT LTD

## No Child Labour - Policy

### Policy

Jinabakul Forge Pvt. Ltd., does not employ any person below the age of eighteen years at the workplace. Jinabakul prohibits the use of child labour at all its units. Also Jinabakul ensures that no child labour is appointed by any job work contractor.

### Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes and policy manuals. The implementation of the policy is the responsibility of the unit's human resources department and the security staff, who do not permit minors to enter the factory as workers. There is zero tolerance policy towards its breach. Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorized personnel or relevant statutory body.

Periodic assessment will be conducted, The Human Resource Department will check documents at the time of interview and joining.

Sd/-

**Balachandra D Badan**  
Executive Director

Sd/-

**Kiran C Jinagouda**  
Executive Director

2nd May, 2018