



## **POLICY ON CHILD LABOUR**

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## **INTRODUCTION**

B&B Triplewall Containers Limited (“The Company”) endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The Company will not tolerate the use of child labour, nor exploitation of children within its operations.

## **SCOPE**

The policy applies to all employees of the company, including management and workmen, apprentices and employees on contract at our workplace premises.

## **DEFINITION**

According to International Labour Organisation (ILO) norms, “**Child Labour**” as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

The term child shall apply to all persons under the age of 18.

## **POLICY**

- The Company shall ensure total avoidance of child labour.
- All workers shall undergo age verification prior to employment using valid documents; in the absence of such documents, a medical certificate from a recognized doctor may be accepted.
- Original age verification documents shall be verified at the time of hiring, and copies shall be maintained in the employee’s personnel file.
- Where there is a risk of falsification of age documents, additional verification methods shall be undertaken.
- No worker below the legally permissible age shall be engaged in hazardous work, including operating machinery, working at heights, lifting heavy loads, or handling hazardous substances.
- **Crèche facilities, where provided, shall be separate from production areas.**
- Children shall not be allowed in factory or production areas, except during authorized visits such as guided tours, and shall not visit employees in production areas.
- These guidelines shall comply with applicable laws and may be reviewed and amended from time to time.



## **REVIEW**

This policy shall be reviewed periodically to ensure its effectiveness and compliance with applicable laws and international standards.

*Note: The procedure for remediation of child labour is enclosed at **Annexure-1***

## **PROCEDURE FOR REMEDIATION OF CHILD LABOUR**

1. Any person identifying a case of child/juvenile labour shall immediately report it to the HR Department.
2. HR team shall verify the age through documents such as birth certificate, ID proof, or educational records.
3. Additional verification (including medical or external checks) shall be conducted if required.
4. **Action for Child Labour (Below 15 Years)**
  - The child shall be immediately removed from work in a safe and non-harmful manner.
  - The child shall be handed over to their parent/guardian.
  - HR shall counsel the family and encourage the child's education.
  - The Company may provide support for schooling (e.g., fees, books) wherever feasible.
  - Periodic follow-up (e.g., quarterly) shall be conducted to monitor the child's education and well-being.
5. **Action for Juvenile Labour (15-18 Years)**
  - The worker shall be assigned non-hazardous and age-appropriate work only.
  - Working hours shall comply with legal limits and shall not affect education or health.
  - The Company shall support the worker's education and development, where applicable.
  - Upon attaining 18 years of age, the worker shall be treated as a regular employee as per Company policy.
6. **Corrective & Preventive Action**
  - A warning shall be issued to the concerned unit head, contractor, or supplier.
  - Root cause analysis shall be conducted to prevent recurrence.
  - Recruitment and verification processes shall be strengthened.
7. **Documentation & Monitoring**
  - All cases shall be properly documented and maintained by HR.
  - Periodic monitoring and updates shall be recorded until closure of the case.



8. This procedure shall comply with applicable laws and ethical standards and shall be reviewed and updated periodically.