

# **SHYAMKAMAL INVESTMENTS LIMITED**

## **CHILD LABOUR POLICY**

Shyamkamal Investments Limited endeavors to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labor, nor exploitation of children in any of its global operations and facilities.

### **Definition:**

Child labor, as defined by the international labor organization (ILO) convention is work by children under the age of 12; work by under the age of 15 that prevents school attendance; and work by children under the age of 18 that is hazardous to the physical or mental health of the child.

### **In the conduct of its business, Shyamkamal Investments Limited.**

Will not employ children that fall into the definition as stipulated by ILO convention, notwithstanding any national law or local regulations.

Will comply with all other applicable child labor laws, including those related to wages, hours worked, overtime & working conditions.

Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities.

Expects its business partners and associates to have and uphold similar standards and abide by country governing laws in countries wherein they operate. Should violation of these principles become known to Shyamkamal Investments Limited and not be remediated, we will take serious action, including discontinuation of the business relationship.

It is the responsibility of the local management and human resource department to implement and ensure compliance with this policy at all Shyamkamal Investments Limited operations and facilities.