



**Orient Green
Power Company
Limited**

POLICY ON RESTRICTION AND REMEDICATION OF CHILD LABOUR



Policy on Restriction and Remediation of Child Labour

Scope:

This policy applies to our entire organization and those we do business or partner with including suppliers, vendors and contractors.

Definitions:

- A “Child “is defined as anyone below 15years of age, unless the legal minimum age for employment or leaving age for compulsory education is higher. In line with the International Labour Organisation’s (ILO) Minimum age Convention, in countries with insufficiently developed education system where the minimum age is set at 14, we may consider allowing employees of that age for non-hazardous work. These would be reviewed on a case by case basis.
- A “Young worker” is defined as anyone above the age at which they are considered a child (based on the above definition) but below the age of 18.
- “Hazardous” work is any task that may negatively impact on the health and safety of a young person or that may harm their physical, mental or social development.
- “Night work” is defined as any time after 22.00hrs.

Aim:

This is to ensure that there is a restriction in the age criteria for the employees working the premises that is 18 years and below to eradicate the child labour in the industry.

1. A signage to be placed in the entrance that” No person shall permit to work below the age of 18”.
2. Young workers must not be employed at night or in hazardous conditions.
3. All employees will be verified their age through proper records provided by the local governmental bodies
4. If there is no record for verification of age, the employee shall get a certificate from the Approved dental surgeon.
5. Without proper age records, the candidate will not be allowed to work in the premises.



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6. Proper verification of age records to be done by HR to authenticate the records provided.
 7. The age record should be placed in the personal file of the concern employee for further verifications.

Child Labour and Remediation process: -

If it is suspected that an underage worker is employed in our organization then immediate steps should be taken to verify the age of the individual against official documentary evidence.

- Act quickly and appropriately by removing the worker from the work area to ensure their safety.
- Record the name, age, and contact details of the workers concerned.
- Explain the legal requirements and restriction on working ages to the child clearly and carry out an age verification check.
- Consult with child focused organization and local authorities regarding any child allegedly or confirmed to be involved in child labor.
- Terminate the employment relationship.
- Treat each situation of labour on a case by case basis to ensure the best interest of the child taking into account their specific needs and aspiration when drawing up the remediate programme.

The programme is to include:

- Assisting them to find a school and support them through their education (vocational training or formal education)
- At the end of the period of education guaranteeing paid employment to the child worker at the same level in which they were previously employed if they wish to return.

Policy Framed: November 10, 2021