

## **POLICY ON CHILD LABOUR PREVENTION**

As a responsible corporate citizen & law abiding organization, SAHANALA does not indulge into engaging child labour.

All measures to prevent child labour shall be implemented taking into account the best interests of the child : no children shall be employed in factories of SAHANALA or producing for SAHANALA.

SAHANALA have sufficient management systems in place to ensure that no children are employed. SAHANALA's supplier shall not make use of child labour and take the appropriate measures to ensure that no child labour occurs at their own place of production or operations or at their sub-contractors' place(s) of production or operations.

The use of child labour is not acceptable and SAHANALA will not work with suppliers who use child labour in any of their facilities, or who do not have efficient systems in place to ensure that child labour cannot occur on the production premises. SAHANALA comply with all relevant national and international laws, regulations and provisions applicable in their country of production or operations. SAHANALA certifies that it does not currently employ, and will not in the future employ, directly or indirectly, or through any subcontractor, any child to perform work in any of its operations or activities in violation of relevant laws and regulations.

SAHANALA's supplier is obliged to keep SAHANALA informed at all times about all places of production or operations takes place. If child labour is found in any place of production or operations, SAHANALA will require the supplier to implement immediately a corrective and preventive action plan. The action plan shall take the child's best interests into consideration, i.e. family and social situation and level of education and to enable more viable and sustainable alternatives for the children. The above policy will come with immediate effect and will be reviewed annually or as applicable due to legal provisions.

### **Human Resources Manager**

