

	Sheetal Metals	Document No.	SM/EHS/CLYWP/PLCY/01
	Child Labour and Young Worker Policy	Original Date:	1.04.26
		Revision No :	00
		Revision Date:	Nil

Applicability: This policy applies to all employees, contractors, suppliers, and stakeholders associated with Sheetal Metals.

1. Purpose

The purpose of this policy is to:

- Prohibit the employment of children below the age of 14 years in any form.
- Regulate the employment of young workers (14–18 years) in compliance with the law.
- Ensure a safe and healthy work environment for all workers.
- Uphold Sheetal Metals' commitment to ethical practices, social responsibility, and legal compliance.

Young Worker & Child Labour Policy Statement –

At **Sheetal Metal**, we are committed to **ethical employment practices** and strictly adhere to **labour laws** to ensure a **safe and lawful** workplace.

Child Labour Policy Statement

- **Sheetal Metal strictly prohibits child labour** in any form.
- No individual **below the age of 14 years** shall be employed under any circumstances, in compliance with **The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986**, and **ILO Convention No. 138 on Minimum Age**.
- If a child is found working within our operations or supply chain, **immediate remediation measures** will be taken, including withdrawal from work and assistance with **education and rehabilitation**.
- We ensure **age verification** of all employees during recruitment to prevent child labour.

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Human Resource

Approved By: Himanshu Mehta
Director

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Young Worker Policy Statement

- Individuals aged **14 to 18 years** may be employed **only in non-hazardous work** and as per legal provisions.
- **Young workers shall not work more than 6 hours a day**, and their work schedule shall not interfere with their **education**.
- **Night shifts and hazardous work** for young workers are strictly **prohibited**.
- We ensure that young workers are provided with **proper training, supervision, and a safe working environment**.

This policy aligns with:

- **Section 135 of the Companies Act, 2013** (Corporate Social Responsibility).
- **Child Labour (Prohibition and Regulation) Amendment Act, 2016**.
- **Juvenile Justice (Care and Protection of Children) Act, 2015**.
- **International Labour Organization (ILO) Conventions**.

3. Definitions

- **Child:** Any person **below 14 years** of age is considered a child and is **strictly prohibited** from being employed.
- **Young Worker (Adolescent):** A **young worker** is any individual **above the minimum legal working age (14 or 15 years, as per applicable law) and below 18 years**..
- **Hazardous Work:** Any work that is likely to harm the health, safety, or morals of children or young workers, as defined under the Child Labour Act.

a. Employment Conditions for Young Workers

Sheetal Metal allows the employment of young workers under the following conditions:

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A. Work Hours as per Labour Law

- **Part-time Work (For students continuing education):**
 - Young workers who are subject to **compulsory education laws** can work **only outside school hours**.
 - Their **total time (school + work + transportation) must not exceed 10 hours per day**.
 - They **cannot work more than 4–6 hours per day** depending on legal restrictions.
- **Full-time Work (For non-students):**
 - Young workers who are **not enrolled in compulsory education** may work up to **8+1 Break time hours per day** as per labour law.
 - Weekly working hours **must not exceed 40–48 hours**, depending on local legal provisions.
- **Night shifts are strictly prohibited** for all young workers.

4. Prohibited Practices

- No child below the age of 14 years shall be employed or permitted to work in any capacity.
- No young worker (14–18 years) shall be employed in hazardous occupations or processes, such as:
 - Working with heavy machinery.
 - Exposure to harmful chemicals or substances.
 - Any other work defined as hazardous under the law.
- No contractor, supplier, or business partner associated with Sheetal Metals shall employ child labour.
- No form of forced or bonded labour involving children or young workers is permitted.

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5. Employment of Young Workers (14–18 Years)

- Young workers may be employed in non-hazardous work, provided:
 - They have a valid age certificate issued by a competent authority.
 - Their working hours do not exceed the limits prescribed by law (e.g., no more than 6 hours a day).
 - They are provided with a safe and healthy work environment.
 - They are given adequate breaks and are not required to work during night hours.

6. Responsibilities

- **Management:** Ensure compliance with this policy and applicable laws. Conduct regular audits and inspections.
- **Employees:** Report any instances of child labour or violations of this policy to the designated authority.
- **Contractors/Suppliers:** Comply with this policy and provide declarations of non-employment of child labour.

a. Responsibilities of the Employer

- Ensure compliance with **national and international child labour laws**.
- Implement **strict hiring policies** to prevent child labour in supply chains.
- If a child is found working in any of our facilities, immediate action will be taken, including:
 - Reporting the case to relevant authorities.
 - Assisting the child in **education and rehabilitation programs**.

7. Monitoring and Compliance

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- Regular audits and inspections will be conducted to ensure compliance with this policy.
 - Suppliers and contractors must provide a written declaration that they do not employ child labour.
 - Non-compliance with this policy will result in disciplinary action, including termination of contracts or legal action.
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8. Remedial Measures

If child labour is identified:

- The child will be immediately removed from work.
 - Sheetal Metals will collaborate with government authorities and NGOs to rehabilitate the child, ensuring access to education and welfare programs.
 - The company will provide support to the child's family, if necessary, to prevent re-employment of the child.
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9. Awareness and Training

- Sheetal Metals will conduct awareness programs for employees, contractors, and suppliers on the importance of eradicating child labour and protecting young workers.
 - Training sessions will be organized to educate stakeholders about this policy and relevant laws.
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10. Reporting Violations

Any violations of this policy can be reported to:

Designated Officer: Mr.Himanshu Mehta

Email: himanshumehta@sheetalmetals.com

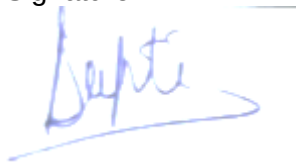
Helpline Number: +91 9425919122

11. Policy Review

This policy will be reviewed annually to ensure its effectiveness and compliance with changing laws and regulations.

12. Acknowledgment

All employees, contractors, and suppliers must acknowledge receipt and understanding of this policy.

Prepare By – Miss. Deepti Thakur	Checked By- Mr.Jatin Gaur	Approved By- Mr. Himanshu Mehta
Human Resource	Plant Head	Director
Signature: 	Signature: 	Signature: 

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