

## **CHILD LABOUR POLICY**

**DHANVEEN PIGMENTS PVT. LTD.** endeavours 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 labour, nor exploitation of children in any of its operations and facilities.

### **Definition: -**

Child labour, as defined by the International Labour Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.”

### **In the conduct of our Business, DHANVEEN PIGMENTS PVT. LTD.: -**

- Will not employ children that falls into the definition as stipulated by ILO Convention, any national law or local regulation.
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions.
- Is against of 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.
- Local management and Human Resource Department will be responsible to implement and ensure compliance with this policy at all our operations and facilities.

**DHANVEEN PIGMENTS PVT LTD**



**BHUPAT RAMOLIA**

**Director**



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