

Title: APAR Child and Forced Labour Policy

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Child and Forced Labour Policy

1. Objective :

This policy lays down the guidelines to be followed for prevention of employment of child and forced labour in any of its offices and factories across any location in APAR.

2. Scope :

This policy applies across all Divisions and locations.

3. Guidelines :

- APAR, since its inception in 1958, has been a torch bearer of social and economic upliftment of the masses where it operates. APAR considers human dignity and children education as a sine qua non of social and economic development.
- APAR upholds the Fundamental Right against Exploitation as enshrined in Article 23 and 24 of the Constitution of India and prevents the employment of forced as well as child labour in any of its offices, warehouses, depots and factories across all locations either directly or indirectly through contractors.
- APAR abides by the provisions of The Bonded Labour System (Abolition) Act, 1976 and Child Labour (Prohibition and Regulation) Act, 1986.
- APAR does not permit employment of persons below the age of 18 years in any of its offices, warehouses, depots and factories across all locations either directly or indirectly through contractors.
- APAR continuously monitors employment of employees which prevents the occurrence of any incident of hiring of persons below the age of 18 years.
- Any instances of employment of child labour and/or forced labour should be reported to APAR Ombudsmen under Company's Whistle Blower Policy.

Process Owner: HR


Kushar N Desai
Chairman & Managing Director

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