



# MODERN TOOLING SOLUTION

## CHILD LABOUR POLICY

### **1. Purpose:**

**MODERN TOOLING SOLUTION** is committed to protecting the rights of children and ensuring that child labour is not used in any of our operations or supply chain. This policy outlines our stance on child labour and the measures we take to prevent its occurrence.

### **2. Scope:**

This policy applies to all employees, contractors, suppliers, and business partners associated with **MODERN TOOLING SOLUTION**, including all locations, plants, and project sites.

### **3. Definition of Child Labour:**

In accordance with Indian law and International Labour Organization (ILO) conventions, child labour refers to the employment of persons below the age of **14 years** in any occupation, and **below 18 years** in hazardous occupations or processes.

### **4. Policy Statement:**

**MODERN TOOLING SOLUTION** strictly prohibits the use of child labour in any form.

All hiring practices are verified to ensure compliance with age requirements under applicable laws.

The company will not employ anyone under the legal minimum age for employment.

If child labour is found in our operations or supply chain, immediate corrective action will be taken.



# MODERN TOOLING SOLUTION

## 5. Responsibilities:

**HR Department:** Ensure that age verification is part of the recruitment process.

**Procurement/Supply Chain:** Monitor and audit suppliers to ensure they comply with this policy.

**Management:** Provide training and awareness on child labour laws and this policy.

## 6. Remediation Measures:

If a child is found working in any part of the organization or supply chain:

- The employment will be immediately terminated in a sensitive and responsible manner.
- The company may, where feasible, support the child in continuing education or vocational training.
- The supplier or contractor involved will be required to take corrective actions or face termination of business.

## 7. Monitoring & Compliance:

- Periodic audits will be conducted internally and externally to ensure compliance.
- Any violation of this policy may result in disciplinary action, including termination of employment or contract.

## 8. Reporting Violations:

Any employee, supplier, or third party who becomes aware of a violation of this policy is encouraged to report it to [HR/Compliance Officer] in confidence. No retaliation will be taken against individuals reporting in good faith.

## 9. Policy Review:

This policy shall be reviewed annually and updated as required to remain compliant with legal standards and company values.



## MODERN TOOLING SOLUTION

### 10. Documents to be maintained:

- a. Age verification records
- b. Employee Records
- c. Recruitment documents
- d. Supplier and Contractor declarations
- e. Training records
- f. Grievance redressal records
- g. Policy and communication records

### 11. Authorization and Approval

This CHILD LABOUR Policy has been reviewed and approved by the higher management at Modern Tooling Solution. The Managing Director, Head of Human Resources, and Assistant General Manager have formally endorsed this document, indicating the organization's commitment to a harassment-free workplace. This policy is effective from the date of signing and shall be reviewed annually or in response to any significant changes in legal requirements.

**Name      Designation      Signature      Date**

[Name] Managing Director [Sign]      [Date]

[Name] HR Head      [Sign]      [Date]

[Name] AGM      [Sign]      [Date]