



INDIAN PHOSPHATE LIMITED

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Date: 1st January 2021

Forced & Child Labour Policy

1. Introduction

Indian Phosphate Ltd is committed to uphold the highest standards of ethics and social responsibility. The company recognizes the importance of respecting human rights, including the eradication of forced and child labour, as outlined in national laws and standards. This policy establishes organization's commitment to ensure that forced and child labour is not tolerated within organization.

Foundation of the company's 'No Child or Forced Labour policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. Thus, the company endorses the need for appropriate initiatives to progressively eliminate these abuses.

2. Policy Statement

Indian Phosphate Ltd strictly prohibits employment of forced labour, child labour, and any form of involuntary labour throughout its operations. The company is committed to comply with all applicable laws and regulations related to labour practices and will adhere to the following principles:

2.1 Forced Labour: Indian Phosphate Ltd does not engage in or support any form of forced or compulsory labour. The company does not subject employees to any form of coercion, corporal punishment, physical abuse, threats, or any other means to compel them to work against their will. All employment with the company is voluntary, and employees are free to terminate their employment at any time.



2.2. *Child Labour*: Indian Phosphate Ltd is committed to ensure that children are not employed in any work. The companies comply with all legal minimum age requirements and does not employ individuals under the age of 18 in hazardous or harmful work. In accordance with the International Labour Organization (ILO) standards, the company does not employ individuals under the age of 15, or the minimum age for employment in the country, whichever is higher.

3. Applicability of Constitutional Provisions: -

Article 24 of the Indian constitution clearly states that, "No child below the age of fourteen years shall be employed to work in any factory or mine or employed in any hazardous employment." The Child Labour (Prohibition and Regulation) Act of 1986 designates a child as a person who has not completed their 14th year of age. It aims to regulate the hours and the working conditions of child workers and to prohibit child workers from being employed in hazardous industries.

Article 23(1) of the Constitution prohibits "beggar" and other similar forms of forced labour and it provides that any contravention of the said prohibition shall be an offence. Bonded Labour System (Abolition) Act, 1976 was promulgated by the Indian Parliament to provide for the abolition of bonded labour system with a view to prevent the economic and physical exploitation of the weaker sections of the people and for matters connected therewith or incidental thereto.

4. Implementation: -

The aforementioned scope of the policy is conveyed to all the employees/Worker in a precise & understandable manner through induction programmes

Further, HR department assumes the sole responsibility to ensure cent percent abidance of the policy. Also, the candidature is verified thoroughly at the time of employment, so as to ensure no employee below permissible limit is offered an opportunity. Company's personnel team and the security staff strictly prohibits entry of minors within factory premise.

The policy applies to all categories of employees of the Company/Factory, including Management, Workmen, Apprentices and Employees at our workplace, premises and precincts including all offices, godowns etc.

5. Due Diligence and Risk Assessment

Indian Phosphate Ltd conducts regular due diligence and risk assessments to identify and address any potential risks of forced or child labour within our operations. This includes but is not limited to:

3.1. Conducting periodic assessments of our workforce to ensure compliance with this policy.

3.2. Implementing mechanisms for employees to report any concerns related to forced or child labour.

3.3. Taking corrective actions to address any identified instances of forced or child labour promptly.

4. Training and Awareness

The company organizes various training & awareness programs for employees to educate them about the principles of this policy, the risks of forced and child labour, and the importance of compliance with applicable laws and regulations.

5. Review and Improvement

This policy is reviewed periodically to ensure its effectiveness and alignment with evolving legal requirements and industry standards. Any necessary improvements is made to ensure continued commitment to eradicating forced and child labour.

Indian Phosphate Ltd is dedicated to the eradication of forced and child labour, and the company committed to maintain transparency and accountability in all its practices. The company believes that by adhering to this policy, it can contribute to a more ethical and socially responsible global business environment.

For INDIAN PHOSPHATE LIMITED


DIRECTOR

