



YASH HIGH VOLTAGE LIMITED

Company CIN

NO. U40109GJ2002PLC040833

CHILD LABOUR PROHIBITION POLICY

(Effective from 29-06-2024)

Child Labor Prohibition Policy

YASH HIGHVOLTAGE LIMITED (YASH) :

(In Compliance with the Child Labour (Prohibition and Regulation) Act, 1986 and any amendments thereof)

Respecting and protecting human rights is a top priority “YASH” Company is codified and enforced through Company Code of Conduct.

“YASH” has a zero-tolerance policy against 'child'(as defined below) labor as prohibited by relevant national laws and regulations in all stages of its global operations.

“YASH” also understands that Adolescent workers (as defined below) may be more vulnerable to harm and injury due to their young age. For that reason, on top of its safety and health policies to protect all employees, “YASH” has special protection for young workers and strives to ensure that young workers are protected from the risk of, and do not engage in, hazardous work.

In addition, “YASH” strives to comply with the Responsible Business Alliance's Code of Conduct and its due diligence process. “YASH” endeavors to comply with all applicable local laws and regulations, and respects the spirit and intention of the international norms and standards.

“YASH” shall employ internal or external auditors to monitor the implementation of Child Labor Prohibition Policy(the "Policy") and ensure full compliance with the Policy. If non-compliance is found,“YASH” shall immediately implement corrective actions.

“YASH” shall review and update the Policy on a regular basis to ensure compliance with changes in applicable laws and regulations and to ensure consistency with “YASH” 's values.

1. Definitions

‘(i) **“Adolescent”** means a person who has completed his fourteenth year of age but has not completed his eighteenth year;’

‘(ii) **“Child”** means a person who has not completed his fourteenth year of age or such age as may be specified in the Right of Children to Free and Compulsory Education Act, 2009, whichever is more;’

2. Scope

The Policy applies to “YASH” 's work sites as well as its suppliers. All our suppliers, including thirdparty recruitment agencies, are to adhere to our Supplier Code of Conduct.

3. Prevention of Child Labor

3.1 Measures taken by “YASH” :

1. No child shall be employed or permitted to work in any occupation or process.

Nothing in sub-section (1) shall apply where the child :

(a) helps his family or family enterprise, which is other than any hazardous occupations or processes set forth in the Schedule of the Act, after his school hours or during vacations;

2. No adolescent shall be employed or permitted to work in any of the hazardous occupations or processes set forth in the Schedule:
Provided that the Central Government may, by notification, specify the nature of the non-hazardous work to which an adolescent may be permitted to work under this Act.”.

Provided that no such work under this clause shall effect the school education of the child.

3. “YASH” seeks to minimize the risk of children being trafficked or employed unlawfully. All cases of child labor including permanent, temporary, informal (intern, student workers), migrant, contract workers and children being victims of situations such as cases of forced, indentured or trafficked labor, must be immediately reported to “YASH” .

4. "YASH" is committed to refrain from any type of child labour in its own business and own production sites and shall take the following steps to mitigate any risk towards the use of child labour:

- "YASH" shall establish robust mechanisms of age verification as part of the recruitment process. The minimum working age in line with international standards and applicable local laws and regulations shall be explicitly written in its employment policy, which serves as the basis for hiring decisions at all levels.
- "YASH" shall thoroughly review and verify the authentication of the documents provided in relation to the age of the applicants, and all relevant documents must meet the minimum requirements for documented evidence according to local laws and regulations.
- "YASH" shall monitor the implementation of the Policy including age verification procedures at its worksites on a regular basis.
- "YASH" shall facilitate training courses to its employees that cover key elements related to child labour to raise awareness on the topic and enable them to flag potential risks early.
- "YASH" strives to avoid child labor by effectively communicating and, where possible, distributing the Policy to all worksites, recruitment agents and suppliers.
- "YASH" shall ensure all recruitment agents have obtained appropriate certifications or licenses to minimize the risk of misconduct of and to ensure adherence to international labour standards.

3.2 Remediation for child labor :

"YASH" shall have effective remediation procedures in place in the event of finding a child laborer at "YASH" 's worksites. If a child laborer is found at any of "YASH" 's worksites, "YASH", with the necessary cooperation from the relevant worksite, shall conduct the following corrective actions:

- Immediately inform "YASH" 's point of contact responsible for supporting the child labor remediation program. "YASH" shall (if necessary, with the support of a third party organization) verify whether the child is under the minimum working age by checking all relevant documents, confirm the child's physical and mental health status and conduct interviews to fully understand the relevant circumstances surrounding the child.
- Make an initial assessment to ensure the safety of the child. The worksite shall terminate its employment relationship with the child and provide him/her a child labor remediation program considering the best interest of the child.
- "YASH" will, taking into account the best interest of the child, work with the child, and his/her family or caregiver, or a third party child rights organization to find an appropriate remedial solution in accordance with "YASH" 's remediation procedure. This may include the expenses in order to provide a reasonable living considering minimum living costs or minimum wage of the relevant

- region and/or enrolment in a suitable educational program to enable the child to return to school. Whenever the need for sending the child back home arises, “YASH” shall reimburse necessary costs of transportation incurred by the child and his/her family to return to his/her original place of residence. In case the family may not be able to accompany the child, “YASH” shall provide a suitable alternative to ensure the safe return of the child back home.
- When a remediation program that serves the best interest of the child is available and the child and his/her family agree to such remediation program, “YASH” shall provide adequate financial support to enable the child to remain in the agreed remediation program until he/she reaches the minimum working age .
- While implementing the remediation program, “YASH” shall ensure that the relevant worksite identifies the gaps in the recruitment or management process at the worksite and implements a corrective action plan within 30 working days.
- “YASH” (or through a third party organization) shall monitor and keep track of the process of the remediation program until the child labor case is completely closed.

4. Protection of Adolescent / Young Workers

4.1 Measures taken by “YASH”

No young workers at “YASH” 's worksites shall be conducting hazardous work and “YASH” strives to enhance in its worksites.

“YASH” respects young workers' rights to work and their rights at work and may not exclude young workers from work solely on the basis of their age.

Young workers can be hired at “YASH” , but when hiring them, “YASH” 's worksites should provide the necessary support to ensure that young workers are not subject to harm and are given development opportunities and subject to the provisions of the compliance of aforesaid Act.

“YASH” shall provide young workers with the necessary education or training on occupational health and safety, access to grievance channels and regular medical check-ups as may be required by applicable laws or regulations, and maintain the relevant records.

4.2 Remediation for young workers conducting hazardous work

If a young worker is found to be conducting hazardous work, “YASH” shall immediately implement corrective actions, including removing the young worker from hazardous positions, providing a medical check-up, information and training on the impact of hazardous work, and an opportunity to change work posts to the one that is appropriate for young workers.

“YASH” may decide that this process is supervised and monitored by a designated person in each subsidiary if the health and well-being of the young worker(s) is at risk. The relevant work site shall make corrective actions to ensure no young workers will be engaged in hazardous work within 30 working days.