



SANGHVI MOVERS LIMITED

**PROHIBITION OF CHILD &
FORCED LABOUR POLICY**

DATE OF APPROVAL:

10 FEBRUARY 2023



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Preface

Sanghvi Movers Limited (SML) is committed to create a conducive, safe and healthy work environment and support the elimination of any unfair labour practices and abide by the laws, rules and regulations. At SML, we do not allow any person who has not completed eighteenth years of age (18th year of age) to do any kind of work at its all locations across India. We will not tolerate the use of child or forced labour, nor exploitation of children in any of its operations and facilities. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

Definitions

A "Child" means a person who has not completed his/her fourteenth year of age as defined in the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 as amended.

"Adolescent" means a person who has completed his/her fourteenth year of age but has not completed his/her eighteenth year.

"Forced Labour" is defined as any work or service which is extracted from a person under the threat of a penalty or harm and for which the person has not offered himself or herself voluntarily.

Implementation

The implementation of the policy is the responsibility of the Human Resources (HR) Department. The HR Department Head is responsible to establish processes/ systems to ensure compliance to it and implement the policy in true letter and spirit. This policy is clearly communicated to all employees in a way it can be understood through induction programmes, Employee manuals and website of the Company.

The Policy is part of the SML's Sustainability Framework. This policy is approved by SML's Board of Directors.

Review

This Policy may be amended by the Board from time to time to be in line with relevant amendments.

Version	Particulars	Date	Approved by
1.0	New Policy adopted	10.02.2023	Board of Directors
