



"Be Alive With 'TRUST'"

Child Labour Policy

COPPEX endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labour, nor exploitation of children in any of its operations or at supplier facilities.

- The Government has enacted the Child Labour (Prohibition & Regulation) Act, 1986 to prohibit the engagement of children in certain employments and to regulate the conditions of work of children in certain other employments.

As per Factory Act, the minimum age required for the employment is 18 years and hence COPPEX engages no child labour. COPPEX Code of Conduct requires compliance with all regulatory requirements. The recruitment process requires furnishing of appropriate proof of age to ensure the age bar.

There is no forced and compulsory labour in COPPEX. Grievance redressal committee and Management adequately monitor violation of such requirements

In the conduct of its business, COPPEX:

- Will not employ children that falls into the definition as stipulated by Child Labour Act, 1986;
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;
- Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
- Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate. should violation of these Principles become known to COPPEX and not be remediated, we will take serious action, including discontinuation of the business relationship;