

SOLARA ACTIVE PHARMA SCIENCES LIMITED

CHILD LABOUR POLICY

Document History		
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1.0	Obsolete	01.04.2022
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Policy Statement:

Solara Active Pharma Sciences Limited is committed to provide a work environment characterized by equality and mutual respect. The company strictly prohibits the use of child or forced or young labour and ensures compliance with international, national, and local laws to prevent exploitation in any form across all operations and facilities.

Purpose:

Solara respects and adheres to International Labour Organization (ILO) conventions and all relevant national and local laws. This policy aims to ensure that no child or forced labour is engaged in the company's activities and to promote accountability in preventing any form of exploitation.

Scope:

The policy is applicable to:

1. All sites and offices of Solara Active Pharma Sciences
2. Vendors, Contractors, Partners or any Service Providers associated for business with Solara including their work sites/locations/offices.

Definition:

Child Labour: work by children under:

1. 12 years of age: Theft or misuse of company assets.
2. 15 years of age that prevents school attendance.
3. 18 years of age if hazardous to physical or mental health.

Forced Labour: Any work or service demanded under threat of penalty or involuntary consent.

Responsibilities:

The following stakeholders are accountable for compliance of this policy:

1. Senior Leaders & Chief Human Resources Officer (CHRO) or his/her designee: Oversee implementation across all sites.
2. Site Heads & Site HR Heads: Ensure compliance at respective locations.
3. Employees, Contractors, and Trainees: Prevent and report any child/forced labor violations.
4. Business Partners: Abide by the standards and uphold compliance in their operations.

Procedures:

1. Prohibition
 - 1.1. Solara will not employ anyone under the age defined by ILO conventions or relevant national/local laws.
2. Compliance
 - 2.1. Follow all laws related to wages, working hours, and working conditions.

3. Contractor Requirements

3.1. Ensure vendors, contractors, and partners uphold similar standards. Violations will result in strict action, including termination of contracts.

4. Proof of Age

4.1. Collect and verify documentary evidence such as birth certificates, school certificates, voter IDs, or Aadhaar/PAN cards (Government Approved IDs).

5. Background Check

5.1. Conduct Third Party verification if and wherever necessary

6. Monitoring

6.1. Site HR Heads are responsible for ensuring that No Child labour is engaged in any activities at the site.

Remediation Plan:

In case of any instance of Child/ Forced/Young Labour reported or observed, following actions will be performed:

Sno.	Actions	Responsibilities
1	Denounce and disengage child labour immediately	Site Head/ Site HR Head
2	Adherence to legal requirements of Child/Forced labour as per the Factories Act, 1948.	CHRO/ Site Head/ Site HR Head
3	Withdraw child/young worker from operations immediately	Site Head/ Site HR Head
4	Notify relevant authorities and interested parties	Site HR Head
5	Obtain fitness certificates for young workers (non-operations roles).	Site HR Head
6	Hand over the child to parents/guardians	Site HR Head
7	Facilitate school admission and provide books, uniforms, and stationery.	Site HR Head
8	Offer medical treatment at company cost	CHRO/ Site Head

Review & Administration:

1. This policy will be reviewed periodically to ensure relevance and compliance with updated regulations.
2. The HR Department holds sole discretion for the interpretation, utility, and amendments to this policy.

References:

- Code of Conduct and Business Ethics
- POSH and Workplace Harassment Policy
- Disciplinary Actions Matrix
- Applicable International and National Guidelines (ILO, Factories Act etc.)

Solara Management reserves the right to amend/ withdraw the policy at any time without assigning any reasons whatsoever. The utility and interpretation of this policy will be at the sole discretion of the HR Department.