

	PREVENTION OF EMPLOYMENT - CHILD & FORCED LABOUR	DOC: CT/HR/P/08
		Rev : 00
		Date No: 01.01.2026

PREVENTION OF EMPLOYMENT OF CHILD & FORCED LABOUR

OBJECTIVE

Crowntech Surface Finishing Pvt. Ltd is committed to avoid Child and forced labour engaging in work. crowntech will take all precautionary activities to ensure its prevention in accordance with statutory law.

CHILD LABOUR

- Crowntech Surface Finishing Pvt. Ltd does not employ Child Labour, nor does it support the use of Child Labour.
- The minimum age for recruitment for all levels of employees shall be 18 years and above.
- It is ensured that any contract employees engaged through contractors and working in our factory shall also be above the minimum age set by Crowntech Surface Finishing Pvt. Ltd.
- At the time of employment, it is ensured that all employees are above or at least of minimum age as set by Crowntech Surface Finishing Pvt. Ltd. This is ensured by checking the age of all employees from age records as evidenced by birth certificates, school records, and certificate of age proof from a certified Dental surgeon.
- Crowntech Surface Finishing Pvt. Ltd retains a copy of the document submitted by the employee as proof of age, after suitable verification, in the personnel file.
- At the time of employment, Crowntech Surface Finishing Pvt. Ltd also obtains signed application forms from the employee stating among other things his/her age and date of birth.
- Periodic review of the performance of the process and procedures aimed at prohibiting child labour implemented in Crowntech Surface Finishing Pvt. Ltd is carried during which the documents in support of age are also reviewed.
- If there are any cases of violation concerning issues related to child labour, such cases shall be investigated, and suitable remedial action shall be initiated.



Prepared By : Human Resource



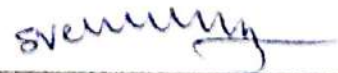
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FORCED AND COMPULSORY LABOUR

- Crowntech Surface Finishing Pvt. Ltd ensures that employees working in its facility are doing so voluntarily and does not engage in or support the use of forced labour.
- The company shall not engage in or support the use of forced or compulsory labour as defined in ILO Convention 29, nor shall personnel be required to pay 'deposits' or lodge identification papers with the company upon commencing employment.
- Neither the company nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.
- Personnel shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment provided that they give reasonable notice to their employer. This is in compliance with Indian Bonded labour system (abolition) Act, 1976 and the contract labour (regulation and abolition) Act, 1970.
- Neither the company nor any entity supplying labour to the company shall engage in or support trafficking in human beings.
- All employees are informed of the terms of their employment i.e. job description, hours of work, over time details etc and are not expected to work beyond these hours without their consent.
- Employees are not required to work on any holiday or work overtime without their consent.
- A designated person with specific responsibility to communicate, deploy, monitor and maintain the process and procedures aimed towards ensuring that forced labour is not used in the Employees are not required to work on any holiday or work overtime without their consent.
- Employees in the recruitment & production function are trained on the requirements and other instruments relating to forced labour to ensure that violations do not take place at Crowntech Surface Finishing Pvt. Ltd.

Periodic verification of the operation of processes and procedures aimed at ensuring that forced labour is not used in Crowntech Surface Finishing Pvt. Ltd is carried out to monitor and ensure continued compliance.

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