

**FOR INTERNAL CIRCULATION ONLY**

<p><b>Policy on: Prohibition of Child Labour, Adolescent Labour and Forced Labour at Work</b></p>	<p><b>Effective date: 5<sup>th</sup> October 2018</b></p>
<p>Approved by: <u><i>Laxmi Sahay</i></u>  <b>President – Human Resources</b></p>	<p><b>Policy No: 30</b>  <b>Number of pages: 2</b></p>

<p>1.</p>	<p><b>Objective:</b></p>	<p>At Deepak Fertilisers and Petrochemicals Corporation Limited (Company) including its subsidiaries and affiliates (hereinafter individually and collectively referred to as “Company” or “the Company”), we are 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.</p>
<p>2.</p>	<p><b>Scope:</b></p>	<p>This Policy applies to all the units, sites, branches, offices etc. operated by the Company.</p>
<p>3.</p>	<p><b>Definition:</b></p>	<p>A “Child” means a person who has not completed his/her 14th year of age as defined in the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 as amended.</p> <p>“Adolescent” means a person who has completed his/her 14th year of age but has not completed his/her 18th year.</p> <p>“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.</p>

<b>Policy:</b>	<p>The Company:</p> <ul style="list-style-type: none"> <li>○ Will not employ any person who has not completed 18 years of age in any of our operations.</li> <li>○ Will comply with all the related legislations to Child and Adolescent labour.</li> <li>○ Prohibits the use of Forced Labour.</li> <li>○ Expects its Business partners to hold similar standards where such employment is concerned or else abide by the prevailing legal framework of Child and Adolescent labour and Forced Labour policy. In case any violation, the business partners are expected to correct them within an agreed time frame. Failure to correct would be reviewed seriously, including recall of the business relationship.</li> </ul>
<b>General:</b>	<p>The Unit HR and the Unit Management Leadership team is responsible to establish processes / systems to ensure compliance to it and implement the policy in true letter and spirit. Every employee responsible to implement shall read, understand and comply with this policy and the implementing employees should always, avoid any activity that might lead to, or suggest, a breach of this policy.</p> <p>Exception: Use of apprenticeship program in compliance to the local law is supported.</p>

