

**BHARAT RASAYAN LIMITED
CHILD LABOUR POLICY**

OBJECTIVE:

Bharat Rasayan Limited strives to treat its employees, customers, suppliers and contractors with dignity and respect. We promote a safe, healthy, and supportive work environment. Part of our commitment involves closely monitoring our compliance with State and Central applicable laws in all of our plants / offices based in India to ensure that the rights of our employees are not abused / exploited. This Child Labour Policy outlines standards to ensure the compliance in reference to The Child Labour (Prohibition and Regulation) Amendment Act, 2016 (An act further to amend the Child Labour (Prohibition and Regulation) Act, 1986 with The Child Labour (Prohibition and Regulation) Amendment Rules, 2017. Bharat is committed to ensuring that we are not complicit in any Child Labour Regulations violations and hold our suppliers and partners to this same high standard.

SCOPE:

This Child Labour Policy statement is intended to state the Company's position to all Bharat employees and other various stakeholders.

DEFINITIONS:

Child: "Child' means a person who has not completed his fourteenth year of age or as such age as may be specified in the Right of Children to Free and Compulsory Education Act, 2009, whichever is more:"

Adolescent: "'Adolescent' means a person who has completed his fourteenth year of age but has not completed his eighteenth year,"

ELEMENTS:

Bharat do not employ / engage any Child or Adolescent Labour for conduct of its business:

1. Bharat complies with The Child Labour (Prohibition and Regulation) Amendment Act, 2016 and other applicable laws and requirements and do not employ child or adolescent labour.
2. Bharat is against all forms of exploitation of Children. The company does not provide employment to any one before they have reached the legal age (adult age of eighteen year), as defined by relevant authorities under the relevant act/rules.
3. Bharat expects its business partners and associates to have and uphold similar standards and abide by governing laws applicable in states/countries wherein they operate.
4. It is the responsibility of local/site/unit administrative management to implement and ensure compliance with this policy at all Bharat Group units/offices.

Volunteering

Bharat is highly involved in the community and encourages its employees to participate in programs to improve education for kids and teenagers from low social economic background; we promote the green environment by creating and maintaining an ecological garden for young kids from low social economic background.

Dated: 10th October 2017
Place: Dahej, Bharuch


10/10/17
AJAY GUPTA
Director