

CHILD LABOUR POLICY



- **Scope:** Transrail Lighting Limited is committed to providing a safe and healthy working environment supported by mutual respect and equality. Our Child Labour Policy ensures that our company and its subsidiaries will not practice Child Labour and prohibits the exploitation of children in any kind of operation under the company's name.
- **Applicability:** This policy is applicable to the entire organization, our partners, our vendors, suppliers, contractors or anybody we do business with.
- **Definition:**
 - **Child Labour:** As per "International Labour Organization" (ILO) Convention is "work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under the age of 18 that is hazardous to the physical or mental health of the child."
- ❖ **Policy Statement: In the conduct of its business, Transrail Lighting Limited:**
 - 1) Will not employ children that fall into the definition as stipulated by the ILO Convention, notwithstanding any national law or local regulation.
 - 2) Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions.
 - 3) Is against all forms of exploitation of children. The company does not employ children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities.
 - 4) Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in the countries wherein they operate. Should a violation of these principles become known to TLL and not be remediated, we will take serious action, including discontinuation of the business relationship.

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- 5) It is the responsibility of the local management and Human Resources / Personnel and Administration Department to implement and ensure compliance with this policy at all TLL operations and facilities.

• **Abbreviations:**

- ILO - International Labour Organization
- HR - Human Resource
- P&A - Personnel and Administration
- TLL - Transrail Lighting Limited

➤ **Actions/Procedure/Practices:** TLL is committed to eliminating Child Labour and hence follows some practices as mentioned below to enforce this policy:

- 1) TLL will verify the age of all employees during the hiring process to ensure that they meet the legal working age requirements.
- 2) TLL expects its suppliers and contractors to adhere to similar principles and has a zero-tolerance policy for child labour within its supply chain.
- 3) All employees are encouraged to report any concerns or suspicions of child labour through established reporting channels without fear of retaliation.
- 4) TLL will conduct regular audits to assess compliance with this child labour policy.
- 5) Ready to work with government or non-profit organizations to end child labour practices.
- 6) Educate communities about the harms of child labour and encourage children to join schools.
- 7) Educate employees on work laws and encourage them to report child labour instances.
- 8) Avoid hiring minors under the legal age for work.

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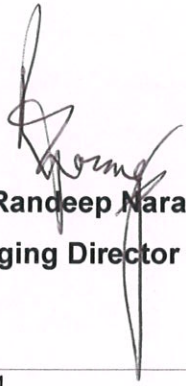


- 9) Ensure that this policy is well communicated with the organizations we do business with.
- 10) Holding company workshops and events to educate employees on child labour and social responsibility.

Transrail Lighting Limited requests all its employees and partners to follow this policy not only because it has been demanded by the organization and the law but also because every individual must secure a bright future for the young citizens of society.



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Randeep Narang
Managing Director & CEO

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