



Policy on Prohibition of Child Labour and Prevention of Forced Labour at the Workplace

Philosophy

AMCL Machinery Ltd., believes in a "No Child Labour and No Forced Labour" policy.

Policy

It is AMCL's policy:

- To ensure that no person below the age of eighteen years is employed in the workplace;
- To prohibit the use of forced or compulsory labour at all its Units;
- To ensure that no employee is made to work against his / her will or to work as bonded/forced labour, or subjected to corporal punishment or coercion of any kind, related to work ;
- To refrain from engaging with vendors and suppliers who resort to using child labour and forced labour in their operations.

Implementation

- This policy is communicated to all employees in an appropriate and meaningful manner.
- AMCL have appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, including processing of grievances for redressal. Unit Head will ensure implementation of this Policy.
- Compliance with the Policy will be regularly monitored.

A handwritten signature in black ink, appearing to read 'Rakesh Kumar Sharma', is written over the printed name.

Date: 28.08.2017

**RAKESH KUMAR SHARMA
DIRECTOR**