



AAC MINING EXECUTORS INDIA PVT LTD

EVALUATION AND EXECUTION OF EXPLORATION MINING AND ENGINEERING PROJECTS

POLICY ON PROHIBITION OF CHILD LABOUR IN EMPLOYMENT

From: Human Resource Manager
Date of Implementations: Jan 1st 2022
Date of Review: Dec 31st, 2025
Coverage: All Employees
Custodian: Human Resource Manager
Implementer: Human Resource In-charge

Preface: AAC is committed to ensure that our society remains free from any kind of abuse and crime towards childhood with the vision of eradicating child labour completely from our society as well as in all business sites of the company.

The company will not tolerate any form of "Child Labour" under any circumstances and committed to take all necessary steps to ensure that no such activity is observed in any company premises.

Scope: This policy applies to all categories of employees of AAC, including management and workers as well as employees of contractors at work site and companys premises.

Definition: Child labour is the practice of having children engaged in economic activity of the company on full time or part time basis.

AAC is committed to ensure the statutory provisions and ensure that children under the age of 18 years should not be engaged in any kind of employment activities at operation sites of companys premises.

POLICY : The company will ensure to follow the following policy to stremeline the proper implementation.

- a) Affixing Signage for awareness : A signage is to be placed at the enterence of all AAC premises mentioning that " Child Labour is Prohibited"

Registered Office – 2nd Floor, Unit No.P. No 76 Patel Nagar Hawa Sarak Opp Civil Lines, Jaipur – 302021

Mail: administration.india@aacmining.com Web: aacmining.com

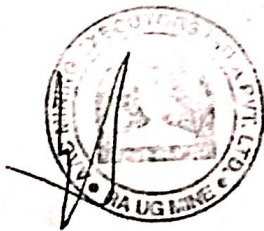
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- b) Verification of Age : The AAC is committed to ensure verification of age of all new recruits as per prescribed procedure to ensure that no child labour is recruited. No candidate will be allowed to work at the operation site or companys premises without proper age record. The documentation considered for verification of age of an employee shall include the following.
- i) Date of Birth Certificate issued by the board of secondary education.
 - ii) Date of birth certificate of school leaving certificate
 - iii) Date of birth certificate issued by the registrar Birth and Death.
 - iv) Any other legal documents
- c) Maintaining Personal Files: The age record of all employees should be kept in personal file by HR for further verification as required.
- d) Age Verification of contractual workers : The company will ensure to verify the age of all the contractual workers of contractor working at the site or companys premises to ensure that no child labour is engaged.
- e) No Apprentice programm for child labour : The company will ensure that no apprentice programm to be operated for the chile labour at operation site or companys premises.



Jayant Trivedi
Manager HR

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