



JG
C H E M I C A L S
ANTI – CHILD LABOUR POLICY

JGCPL recognizes its responsibility to take an effective role in ensuring that no child labour is deployed in any of its processes in keeping with its commitment to respond to the ideals reflecting in ILO Convention 138 and 182.

The basic minimum age of work should not be below the age for finishing compulsory schooling, which is generally 18 years. It is the Company's established policy not to deploy any individual who is below the age of 18.

In implementing its policy regarding engagement of child labour within the organization it follows the steps as outlined below:

- Comply with national law on child labour and minimum age.
- Comply with the Convention on the Rights of the Child.
- Not use or support the use of child labour as defined in ILO Convention 138.
- Prohibit and seek to eliminate the worst forms of child labour in accordance with ILO Convention 182.
- Not work with those who use child labour – unless an elimination plan is in place.
- Base decisions about child labour on expert advice about the options available to children in the local context, and the best interests of the children affected
- Educate employees and all staff on child labour and its negative impacts in the work environment and on society as a whole.

**By Order of CEO & Director
JG Chemicals Pvt. Ltd.**