

Child Labour Policy Statement

SWGR/CPoS/008

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Applicability: SWGR Group

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As Group Managing Director, the foundation of SWGR's 'No Child Labour' Policy is based on our commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It has been formulated in consideration of legislation and endorses the need for appropriate initiatives to progressively eliminate these abuses.

SWGR does not employ any person below the age of sixteen years and prohibits the use of child labour and forced or compulsory labour at all its business units.

No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

This policy is publicly available throughout the Company and clearly communicated to all employees in a way that can be understood through induction programmes and policy manuals. The implementation of the policy is the responsibility all Management with support from the Group's Human Resources Department and HSQE staff, who do not permit minors to enter the workplace as workers.

There is a zero-tolerance policy towards its breach where employment contracts and other records, documenting all relevant details of the employees, including age, are maintained within our Human Resources Department and are open to verification by any authorised personnel or relevant statutory body.

The Human Resources Department will provide an annual report to the functional head on any incidents of child or forced labour. Periodic assessment is conducted. The Human Resources Department undertakes random checks of records annually.

Signed:



Raj Sinha
Group Managing Director