AVI-OIL

Policy on Prohibition of Child Labour at the Workplace

AVI-OIL India Private Ltd. is committed to upholding human rights and ensuring compliance with the Child Labour (Prohibition and Regulation) Act, 1986. We strictly prohibit the employment of individuals below 18 years of age in any capacity across our corporate office and manufacturing units. This policy applies to all employees, contractors, Suppliers and stakeholders associated with the company, reinforcing our dedication to maintaining an ethical and legally compliant work environment.

To ensure strict adherence, we mandate age verification during recruitment, requiring valid identification such as birth certificates, Aadhaar cards, or educational records. Contractors must also comply with this policy, ensuring that no underage workers are engaged in our/ their operations. A notice stating this restriction is prominently displayed at the plant entrance, and regular audits and inspections are conducted to maintain compliance. Additionally, awareness sessions are provided to employees and contractors regarding child labour laws and the company's zero-tolerance policy.

Any suspected or confirmed case of child labour must be reported immediately to the HR department for prompt investigation. Non-compliance will lead to strict disciplinary actions, including termination of those involved. This policy is reviewed annually to ensure continued alignment with legal and ethical standards. AVI-OIL India Private Ltd. remains dedicated to fostering a responsible and safe work environment, free from child exploitation.

AVI-OIL INDIA (P) LTD. AVI-OIL

V.K. Mathew
Chief Executive Officer

Date: 20th February 2025