



AJM GROUP

Report – Forced & Child Labor

What is Child Labor?

Child labor is any work performed by children that is dangerous or harmful and affects their physical and mental development. According to the United Nations, anyone under the age of 18 is considered a child.

Child labor deprives children of their childhood, their potential and their dignity, and interferes with their ability to attend and participate in school. Such work can also lead to malnutrition, depression and sexual exploitation of children and affects their future well-being by denying them educational opportunities.

Whether or not work performed by children is defined as child labor depends on the child's age, the hours, type of work and the conditions in which the work is performed.

Child Labor Law in India

India introduced the **Child Labor Amendment (Prohibition and Regulation) Act, 2016** which prohibits any industry to employ children under the age of 14. **Article 51 of the Constitution** also includes directives for parents or legal guardians to provide educational opportunities for their child between the ages of 6-14.

Operating Principles

Our child labor policy aims to ensure the AJM Group, its subsidiaries and everyone we're connected with follows the law and cares for children's interests. As an organization, we want to do business in a legal, ethical manner adding value to society instead of doing harm. Helping stop child



labor is fundamental to our business ethics and operating principles. Below are key principles we believe in:

- Children belong in schools not workplaces
- Child labor deprives children of their right to go to school and reinforces cycles of poverty
- We will not take part in children's exploitation in any form
- We will do our best to help reduce child labor in the country

Corporate Pledge

We shall not engage in child labor or forced labor of any kind.

CSR Initiatives to Support Children

In keeping with our Operating Principles and the **International Labor Organization (ILO)** guidelines, the AJM Group supports the education and support of children, as part of its CSR initiatives.

Summary of Activities

2019-2020

The AJM Group sponsored the residential education and living expenses of 4 underprivileged children for one year. The AJM Group also sponsored the food and nutrition needs of 25 children for a month, in December 2019.

2020-2021

The AJM is Group sponsored Dudekula Khasim Peera and Susmitha from November 2019 through October 2020. Our sponsorship pays for education and residence in the school. Again in 2020-21, the AJM Group sponsored the residential education and living expenses of a very poor child for a year. Though we received a confirmation of our transaction, unlike the previous years, probably due to COVID-19, this time we did not receive a report from ASSIST providing the details of which specific individual our contribution helped.



The AJM Group sponsored the food and nutrition needs of 10 children for a month, in September 2020.

The AJM Group donated to the Foundation for Mother & Child (FMCH) - an organization that focuses on nutrition for fringe communities in Maharashtra. Ensuring that a mother and her child / children are fed, reduces the risk of them being put to work.

For a detailed report on the AJM Group's initiatives to reduce forced and child labor please refer to the annual **AJM Group CSR Initiatives Report**.

2021-2022

The AJM Group has enabled the celebrations of intellectually challenged underprivileged youth in these dire times. We believe it to be important to spread some cheer when the general climate is so foreboding.

Due to the ongoing pandemic, our partner organization planned the birthday celebrations of the beneficiaries virtually. However, the actual birthday cake is delivered to the beneficiary in person.

Also, the AJM Group has partnered with an NGO to provide support from childhood to adulthood.

For a detailed report on the AJM Group's initiatives to reduce forced and child labor please refer to the annual **AJM Group CSR Initiatives Report**.

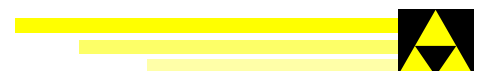
Company Adherence

This policy applies to our organization, those we do business with and any partners, including suppliers, vendors and contractors.

Preventive Strategy

The AJM Group has reliable control mechanisms at the level of hiring to prevent child labor.

It is absolutely mandatory to verify the age of applicants for employment by presenting valid identification issued by the Government of India prior to employment. A copy of such identification and all other legally required



documentation will be kept on file during the entire period of employment. HR and Management will be held responsible for verification of the authenticity of the documents submitted.

HR must also determine whether applicants have already completed their compulsory schooling.

Legal Compliance

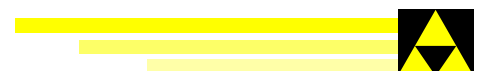
The AJM Group follows compliance directives listed by Indian law, the **International Labor Organization (ILO)** and the **U.N Convention on the Rights of the Child**.

We are fully compliant with the **Child Labor Amendment (Prohibition and Regulation) Act, 2016**. This does not allow children below the age of 14 to work except as a child artist and in a family business. However, following ILO guidelines, the AJM Group prohibits the employment of any person under the age of 18 years old.

The Constitution of India, 1950 under Article 21 (A) mandates free and compulsory education for all children in the age group of 6-14 yrs. By actively prohibiting child labor we intend to uphold the right of children to a free and compulsory education.

The International Labor Organization's guidelines for companies we are compliant with include:

- Periodic reviewing of national and local laws regarding child labor
- Checks for the ages of all employees
- Provision of support to children in child labor
- Support of education programs
- Educating staff on child labor laws and reporting violations
- Informing suppliers of our requirements
- Ensuring suppliers do not use child labor
- Requiring hiring managers and HR to prohibit hiring minors under the legal age for working
- Demanding and monitoring an elimination plan in cases where suppliers discover child labor in their business.



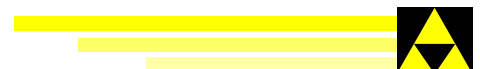
Reporting Violations

The AJM Group intends to grow and thrive as a business, but we're also committed to do good for the community. We ask all of our employees and partners to follow this policy, not just because we demand it as an organization, but because securing a bright future for children is everyone's duty.

Any violations shall be dealt with very seriously and may also incur legal action. We have a zero-tolerance policy regarding child labor practices. Any suppliers or contractors found to be engaging in child labor shall be immediately dismissed from their obligations towards us.

AJM Group Business Ethics Policy: Section related to Child Labor

We will maintain records of our compliance with labor laws. To foster a safe working environment, we will comply with all facility regulations as prescribed by law and will take reasonable actions to prevent accident or injury in the workplace. Additionally, we will not engage in child labor or forced labor of any kind, including allowing child laborers on company grounds. To enforce this promise, we will require employees to provide formal identification and age documentation.



Key Takeaways

The AJM Group is committed to upholding the rights of children by refusing to employ any persons under the age of 18.

We follow the directives and guidelines set by the International Labor Organization and India's Child Labor Act.

Any contractors or suppliers employing child labor shall not be tolerated.

All employees are required to disclose their age and provide Government-issued proof as well as a compulsory schooling certificate to comply with our policies.



Addendum

In accordance with local guidelines, this notification is displayed in all our factories.

புதுச்சேரி அரசு தொழிலாளர் துறை

14 வயதுக்கு உட்பட்ட குழந்தைகளை வேலைக்கு அமர்த்துவது சட்டப்படி குற்றம்.
மீறினால் சிறை தண்டனையுடன் ரூ. 20,000/- அபராதம்

"பதினான்கு வயதிற்குட்பட்ட குழந்தைகளை
வீட்டு வேலையிலோ, உணவகங்களிலோ
உடனடித் தேடு பிணைப்பிக்கும்
வேலைகளிலோ ஈடுபடுத்தக்கூடாது"

- கீழ்க்கண்ட அரசியல் சாசனத்தில் 24-வது சரத்து
மற்றும் குழந்தைத் தொழிலாளர் தடுப்புச் சட்டம்
தொழிலாளர் துறை, 1947

பள்ளி செல்லும் வயதில்
பாரம் சுமக்கச் செய்வதா?

செய்யக்கூடிய வழிவகை: 1) குழந்தைகளை வேலைக்கு அமர்த்துவதைத் தடுக்கவும், 2) குழந்தைகளை வேலைக்கு அமர்த்துவதைத் தடுக்கவும், 3) குழந்தைகளை வேலைக்கு அமர்த்துவதைத் தடுக்கவும்.

