



***PROHIBITING CHILD
LABOUR AND FORCED
LABOUR POLICY***

Chandigarh, India

Policy on the Prohibition of Child Labor and Prevention of Forced Labor

Introduction: SARK GROUP, recognizing the global importance of fair and ethical labor practices, is steadfast in its commitment to upholding international standards and eradicating exploitative labor practices. The "No Child or Forced Labor Policy" underscores our dedication to adopting practical, meaningful, and culturally appropriate measures to eliminate such practices. This policy is aligned with our overarching commitment to actively support initiatives that progressively eliminate these egregious abuses.

Policy Statement:

SARK GROUP strictly prohibits the employment of individuals below the age of eighteen in any of its workplaces. The company, in addition to complying with local laws and regulations, condemns the use of forced or compulsory labor within its units. No employee, under any circumstances, shall be compelled to work against their will, engage in bonded or forced labor, or be subjected to corporal punishment or coercion of any nature related to their work. SARK commits to providing a safe, respectful, and dignified work environment for all employees.

Implementation: To ensure widespread awareness and compliance, this policy is made available publicly within the company and is effectively communicated to all employees through comprehensible meetings. The responsibility for implementing this policy lies with the Unit Head/Department, who, in collaboration with Human Resources, shall take proactive measures to prevent the entry of underage individuals into the factory as workers.

Furthermore, comprehensive employment contracts and other records containing pertinent details of employees, including their age, are meticulously maintained at the unit. These records are accessible for verification by authorized personnel or relevant statutory bodies, demonstrating our commitment to transparency and accountability in upholding these standards.

SARK GROUP further commits to conducting periodic training sessions for employees and relevant stakeholders on the importance of eradicating child labor and forced labor. These sessions will emphasize the significance of compliance with this policy and reinforce our collective responsibility to create a workplace free from exploitation. SARK encourages open communication channels for reporting any concerns related to child labor or forced labor, ensuring a responsive and proactive approach to addressing potential issues.