

Cantabil Retail India Ltd

Policy on Restriction of Child Labour

Introduction:

The policy is applicable to all units, showrooms, warehouses and factories of Cantabil Retail India Ltd. and covers all individuals entering the premises for employment with CRIL.

Objective:

This is to ensure that there is a restriction in the age criteria for the employees working in the premises and below to eradicate the child labour in the industry.

Guideline:

1. A signage to be placed in the entrance that "No Child Labour Allowed in this Factory". Person below 18 years of age are prohibited to work in this factory.
2. All employees will be verified their age through proper records provided by the local government bodies (Aadhar card / birth certificate / 10th class certificate), if there is no record for verification of age, the employee shall get a certificate from the approved dental surgeon.
3. Without proper age records, the candidate will not be allowed to work in the premises.
4. Proper verification of age records to be done by the factory HR to authenticate the records provided.
5. The age record should be placed in the personal file of the concern employee for further verifications.