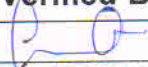





**Pharmanza Herbal Pvt. Ltd.**  
Plot No 214, Borsad Tarapur Road, Kaniya - 388435

Child Labour Remediation - Policy  
Pharmanza Herbal Pvt. Ltd.

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	Verified By	Approved By
Signature		
Date	19/10/2021	20/10/2021
Name	Vinit Thakkar	Mr. N. K. Patil
Designation	Manager HR	Plant Manager



## 1. APPLICABILITY

This policy will start from 1<sup>st</sup> of November 2021.

## 2. SCOPE

This policy will avail by all the company employees (Staff and Workers).

## 3. POLICY

We are committed to Not Employing Child labour in any area in which we operate. However, In any case of discovery of any child labour in our facility, we are committed to follow following steps to support our commitment towards Say no to Child Labour.

- We will immediately remove the child labour from our Facility.
- We will contact his/her Family and counsel them about the ill effect of the same.
- We will continue paying him/her the basic minimum wage until of legal working age.
- We will also make sure that the Child labour completes the schooling.
- We will also assure all necessary support in terms of his education and other social aspects.
- We will also monitor his/her growth in terms of Academics and provide necessary support to the same.

	Verified By	Approved By
Signature		
Date	19/10/2021	20/10/2021
Name	Vinit Thakkar	Mr. N. K. Patil
Designation	Manager HR	Plant Manager