



CHILD LABOUR POLICY

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CEV Engineering Pvt. Ltd. recognizes that the protection of children’s rights and the elimination of child labour are essential to ethical business practices, sustainable development, and our long-term business resilience. We are committed to ensuring that no form of child labour occurs in our operations or value chain and to promoting respect for human rights in line with national laws, international conventions, and industry best practices.

This policy applies to all facilities, projects, and value chain activities carried out by CEV Engineering Pvt. Ltd., including employees, contractors, and key suppliers.

Our Commitments

CEV Engineering Pvt. Ltd. is committed to:

- Strictly prohibiting the employment of children below the legal minimum age for work, as defined by national law and International Labour Organization (ILO) Conventions 138 & 182.
- Ensuring that young workers (above the minimum age but under 18 years) are not engaged in hazardous work or work that interferes with their education or development.
- Conducting due diligence and audits across our supply chain to verify compliance with child labour laws and our company standards.
- Including contractual clauses in supplier and contractor agreements prohibiting child labour.
- Reporting and remediating any identified case of child labour in a fair, transparent, and rights-respecting manner, prioritizing the welfare and education of the affected child.
- Collaborating with industry bodies, NGOs, and government agencies to promote child rights and community awareness.

Our Targets

- Achieve Zero incidents of child labour in our operations and supply chain.
- 100% of suppliers and contractors to be screened for child labour compliance by 2026.
- Conduct annual supplier training and awareness programs on child labour prevention starting 2026.

Implementation Measures

- Maintains **Employee Master Details** with a dedicated column “Date of Birth” to verify the age above 8 year.
- Maintain a supplier code of conduct that explicitly prohibits child labour.



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- Conduct regular supplier audits, including unannounced inspections where necessary.
- Provide training to procurement teams, managers, and contractors on child labour risks and prevention.
- Develop remediation protocols in partnership with local NGOs to support affected children's return to education.

Review & Communication

This policy will be reviewed annually and updated as necessary to align with regulatory changes, international conventions, and industry best practices. All updates will be communicated to internal employees, contractors, and external stakeholders, including suppliers.

Young Jin Kim

Managing Director

Effective Date: 02.01.2024