

Policy on Child and Forced Labour

The Andhra Paper Limited 'No Child or Forced Labour policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It thus endorses the need for appropriate initiatives to progressively eliminate these abuses.

Policy:

- ❖ Andhra Paper Limited does not employ any person below the age of eighteen years at the workplace and is fully compliant with the requirements as prescribed in "The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and The Bonded Labour System (Abolition) Act, 1976.
- ❖ Andhra Paper Limited prohibits the use of forced or compulsory labour at all its units.
- ❖ No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment **or (or for)** coercion of any type related to work.

Implementation:

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes/Joining time, policy manuals and intranet portals. The workers are informed of these rights by the trade unions active at each unit.

The implementation of the policy is the responsibility of the Unit's HR Department and security staff who do not permit minors to enter the factory as workers.

Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorized personnel or relevant statutory body.

Date: 15/05/2023


MUKESH JAIN
OCCUPIER & EXECUTIVE DIRECTOR