



Child Labour Policy

Page 1 OFF 2

Date Issued: 01/01/2013

Version: 1.0

1. Policy Statement

Preci-Tech Engineering Services is fully committed to **prohibiting and eliminating child labour** in all areas of its operations. We comply with all relevant national and international laws related to child labour, including:

- **The Child Labour (Prohibition and Regulation) Act in India**
- **The Factories Act in India.**
- **International Labour Organization Conventions.**
- **UN Convention on the Rights of the Child**

2. Definition of Child Labour

As per this policy:

- A **child** is defined as any person **below the age of 14 years** (or the legal minimum employment age as per national law).
- **Adolescent workers** (14–18 years) may be employed only in **non-hazardous work**, strictly in accordance with legal provisions.

3. Our Commitments

- We shall **not employ any child** under the legal minimum age at any of our premises, directly or indirectly.
- We shall **verify age documentation** before hiring any employee or contract worker.
- We shall ensure that any **adolescent worker (14–18 years)**, if employed, works under regulated conditions and **not in hazardous processes**.
- We shall **not support, promote, or associate** with suppliers, vendors, or contractors who engage in child labour.
- If any case of child labour is identified, we shall take **immediate corrective action**, including support for the child's rehabilitation and education.





4. Roles & Responsibilities

- **HR Department:** Responsible for verifying documents (e.g., Aadhaar, school certificate) to confirm age before hiring.
- **Supervisors:** Monitor workplaces to ensure no child labour is involved in daily operations.
- **Vendors/Contractors:** Must sign a declaration confirming compliance with this policy.

5. Training and Awareness

- Employees and contractors will be **regularly sensitized** on child labour laws and this policy.
- This policy will be **publicly displayed** at all premises and communicated to all relevant stakeholders.

6. Reporting and Grievance Mechanism

Anyone aware of child labour being used in our operations or supply chain can **report confidentially** to:

- **Compliance Officers:** Mr Sanjay Kumbhar & Mrs. Suvarna Kumbhar
- **Email:** sourcing.ptes@gmail.com / sourcing@ptesglobal.com
- **Phone:** +91 7588160143 / 8080158221 / 9403856403
- All reports will be investigated promptly and fairly.

7. Review and Monitoring

This policy is reviewed **annually** by top management. Internal audits will verify adherence to this policy across all functions.

Authorized Signatory – Mr. Sanjay Kumbhar Designation: General Manager Date: 01/01/2013

