



JK PAPER LTD

Policy of Prohibiting Child Labour

JKPL is committed to abide by law of land which does not permit employment of person below 18 years of age. Following procedures are undertaken;

- Any person engaged directly or through an agency shall be required to fill up an employment form where in date of birth will be mentioned.
- Any person being considered for employment directly or through an agency needs to submit medical records, Birth certificate, ID proof or School records.
- Officer in charge on behalf of company shall also verify the age by visual observation.
- In case of engagement of apprentice trainee, a person can be engaged below age of 18 years subject to condition that his or her parents agree and signed a document along with company official to this effect.
- Security personnel, employees, contractors, transporters and other stakeholders shall be suitably trained with regard to employment laws regarding child labour.
- All concerned shall be encouraged and empowered to prevent and prohibit engagement of person below 18 years anywhere in factory premises.
- Notices shall be displayed at prominent places of the company premises about prohibiting child labour.

A. S. MEHTA

PRESIDENT AND DIRECTOR

Date: 20/10/2021