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**Last Reviewed: August 2024**

**Next Review Due: August 2025**

## **No child labour policy**

### **Introduction**

The foundation of the Bluestones Group's 'No Child 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 has been formulated in consideration with the acts. It, therefore, endorses the need for appropriate initiatives to progressively eliminate these abuses.

### **Policy**

Bluestones Group and its subsidiary companies do not employ any person below the age of eighteen years at the workplace and prohibits the use of child labour and forced or compulsory labour in all of its businesses and operations. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or 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, Intranets and policy manuals. The implementation of the policy is the responsibility of the Group's human resources department, who do not permit minors to enter the workforce. There is zero tolerance policy towards its breach. Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained

by the Company and/or its subsidiaries and are open to verification by any authorised personnel or relevant statutory body.

### **Monitoring & Audit**

Periodic assessment is conducted. The human resources department undertakes random checks of records annually.