

# Messrs. POLISETTY SOMASUNDARAM

TOBACCO PACKERS & EXPORTERS  
( STAR EXPORT HOUSE - RECOGNISED BY GOVERNMENT OF INDIA)

(ISO – 9001 : 2008 CERTIFIED COMPANY)

# 8-24-31, P.O.BOX No.54, GUNTUR – 522 001. (SOUTH INDIA)

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## Child Labour Policy

### **Child Labour Policy Objective:**

The objective of our Child Labour Policy is to unequivocally prohibit and eradicate child labour within our tobacco processing operations. We are committed to upholding the highest standards of ethical employment practices, ensuring the welfare, dignity, and future prospects of all children associated with our operations. Our aim is to create an environment where children are protected from exploitation and are encouraged to pursue education and personal growth.

### **Scope:**

This Child Labour Policy applies comprehensively to all aspects of our tobacco processing operations.

### **Policy:**

#### **Strict Adherence to Applicable Laws:**

Our tobacco processing units are committed to upholding all relevant laws and regulations pertaining to child labour as prescribed by the state of Andhra Pradesh and the Government of India. We will not employ individuals below the legal working age as per these laws.

#### **Age Verification and Documentation:**

We will implement robust age verification processes during the recruitment and hiring of all employees. We will maintain accurate and up-to-date records of the age of each employee, including their date of birth and other legally required documentation.

#### **Education and Awareness:**

Our company will actively promote the importance of education for children. We will support initiatives that encourage and facilitate the education of children in our workforce, ensuring that their schooling is not compromised.

#### **Monitoring and Reporting:**

Regular and stringent monitoring of our workforce, including surprise inspections, will be conducted to ensure compliance with child labour laws. Any suspicions or reports of child labour will be thoroughly investigated, and appropriate action will be taken in line with legal requirements.

#### **Contractor and Supplier Compliance:**

We will communicate our child labour policy to all contractors and suppliers and require them to adhere to the same principles. We will only engage with contractors and suppliers who can demonstrate their commitment to eradicating child labour from their operations.

#### **Educational Support Programs:**

We will initiate and support various educational programs aimed at uplifting children within our community. These programs will include scholarships, tutoring, and mentorship opportunities to encourage a brighter future for the children in our vicinity.

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We are dedicated to creating a safe, ethical, and responsible work environment that respects the rights and well-being of all individuals, particularly children and are fully committed to preventing child labour within our organization and supply chain.



**P.SHYAM SUNDAR**

**Chairman & Managing Director**