

CHILD LABOUR POLICY

Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) will comply with all relevant and applicable local and international labour regulations, treaties, conventions and principles relating to the protection, welfare and health & safety of children. Furthermore, the Company will not employ any person deemed by local or international laws, conventions or regulations to be a child in any capacity in any industrial operation under its control.

As a good corporate citizen, the Company is committed to the principles of protecting children from child labour exploitation. The Company believes that their future development and that of the communities and countries in which they live is best served through education not child labour. Child labour can limit or damage the physical, mental, social or psychological development of children and undermine a child's right to childhood, development and education.

This is a commitment the Company seeks to apply throughout the supply chain, from plantation and the provision of materials, to the distribution and sale of manufactured products, as well as to the recovery and disposal of waste materials.

The Company aims to apply this commitment and principles to ensure that:

- a) The welfare and health & safety of children are paramount at all times.
- b) Proper educational development including school attendance of children.
- c) Play an effective role in reducing child labour

If child labour is found, it is vital to act quickly.

If you suspect that workers in a factory may be underage, do not approach the workers directly in the first instance, but check their ID as part of a routine document check process without raising the alarm.

If document checks confirm the child is underage or if ID checks are inconclusive, HR dept. should take the following action:

- Remove the child from all work immediately. Preventing the continuation of work until getting verifiable evidence for the young-looking worker is under-age.
- Ensure the child is in a safe place & HR executive will look-after.
- Obtain contact details (ideally mobile phone number) of child and parents/guardian, and wherever possible, home address.

- Clarify the true identity and age of the child. Review age documents of the child and verify that they are genuine. If the documentary evidence is inconclusive checking the age of the child may entail:
 - Communication or meeting with parents and guardians of children
 - Contacting local labour authorities to validate identification
 - Medical checks to assess age
- Talk to the child to ensure they understand what is happening and why. Listen to them to understand their needs. Explain the possible remediation options and other measures to be put in place. Ensure they agree to participate in the remediation.
- Meet Head of HR to communicate the policies and basic positions regarding child labour and obtain their consensus on the interim arrangement for the child and their commitment for remediation.
- Provide free food and free and safe accommodation to the child until a remediation program is operational.
- Arrange payment of remuneration to the child both during the exploratory phase and throughout the whole remediation programme. The remuneration should be equivalent to the amount the child was earning whilst employed, or at least local minimum wage standard, whichever is higher.
- Contact the parents/guardians to ensure that they understand and agree with what is happening and to explain the ongoing provision of stipend, food, and accommodation. If necessary, educate the parents about the benefits of schooling/vocational training. With younger children, the strong involvement of parents/guardians is particularly important. In cases where parents have sent their child to work, this process of persuasion may be difficult and it is particularly important to ensure that parents are confident that the family's income will not be reduced by participating in child labour remediation.
- If they have income problem for child education, company will provide special fund for education after discussing with top management and/or recruit the elder member of her/his family instead of child worker.
- Review all the personnel records at the workplace to identify whether there are any other child workers.
- Give advice on improving age verification systems to ensure that no new child worker is hired.

This policy statement applies to Lalan Group of Companies and will be reviewed annually by the Board.

Lalan Rubbers (Pvt) Ltd's Head of Human Resources has overall responsibility for this policy. Company is responsible to implement this policy and to proactively demonstrate the Company's commitment to corporate social responsibility in this regard.

Signature (CEO): 

Date: 21.06.2021