

	Triton Valves Limited	Prohibition of Child – Labor at Workplace	Version : 02
	Mercara Road, Belavadi		Effective Date: 01.01.2024
	Mysore 570 018		Revision Date: 01.01.2024
		Policy No: TVL/HR Policy and procedure/2024/04	

Objective

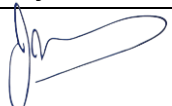
Our Company is committed to ensure that our society remains free from any kind of abuse and crime towards childhood with the vision of eradicating child labour completely from our society as well as the industry. The Company will not tolerate any form of child labour under any circumstances and is committed to take all necessary steps to ensure that no such activity is observed in our premises.

Scope

This policy applies to all categories of employees of the Company, including management, workmen, apprentices, and employees on contract at our workplace premises and precincts.

Policy

1. Display signage stating 'Child Labour is Prohibited' at all manufacturing unit entrances.
2. Candidates without valid age proof shall not be employed. Acceptable documents include Aadhaar Card and Matriculation Certificate.
3. Contract employees engaged through contractors and working in the factory shall be above 18 years of age.
4. HR shall verify age records before employment.
5. Age records shall be maintained in the employee's personal file.
6. No young worker shall be employed in hazardous processes.
7. No young worker shall be allowed to work overtime or night shifts.
8. No apprenticeship program shall be operated for persons below 18 years of age.

	Prepared By	Approved By
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Signature		
Designation	AGM - HR & Admin	Chairman & Managing Director