

CHILD AND FORCED LABOUR POLICY

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1. Introduction:

Shivam Infocom Private Limited is committed to the eradication of child labour and forced labour and upholding the rights and well-being of children. This Child and forced Labour Policy outlines our approach to prevent and addressed child and forced labour issues within our operations and supply chains in India.

2. Policy Statement:

- A. Shivam Infocom Private Limited prohibits the engagement, recruitment, or use of child and forced labour in any form. We define child labour as any work performed by individuals below the age of 18, or any work that hinders their education, health, or overall development and forced labour as work done by the employee under threat from supervisor in enforcement.
- B. We are dedicated to complying with all applicable laws, regulations, and standards concerning child labour in India, including but not limited to the Child Labour (Prohibition and Regulation) Act, 1986, and its subsequent amendments and same to the enactment of forced labour.

3. Scope:

- A. This policy applies to all employees, contractors, suppliers, and stakeholders associated with Shivam Infocom Private Limited (hereinafter referred to as "the Company")
- B. It covers all our operations, including, Branch offices, Telecom Sites, and any other facilities directly under our control. c. It also extends to our supply chains, requiring suppliers and contractors to adhere to the same standards.

4. Compliance and Due Diligence:

- A. The Company conducts regular risk assessments to identify and address potential child labour risks within our operations and supply chains.
- B. We will implement due diligence processes to evaluate suppliers and contractors, including assessments, monitoring systems, audits, and supplier code of conduct.
- C. Any non-compliance with our child labour policy will be considered a breach of contract, and appropriate actions will be taken, which may include termination of business relationships.



5. Supply Chain Responsibility:
 - A. The Company expects its suppliers and contractors to share our commitment to child and forced labour eradication and comply with all applicable laws and regulations.
 - B. The Company shall communicate our child and forced labour policy to the employees, suppliers, and contractors, emphasizing the importance of adhering to the same standards.
 - C. The Company collaborate with suppliers and contractors to promote responsible sourcing practices and aids and guidance in implementing measures to prevent child labour.

6. Education and Awareness:
 - A. The Company shall provide training to employees, suppliers, contractors, and stakeholders to raise awareness about child and forced labour issues, its impact, and ways to identify and address them.
 - B. The Company integrate child and forced labour prevention and awareness into our employee on boarding and training programs.
 - C. The Company actively support's programs and initiatives aimed at combating child and forced labour, promoting access to quality education, and improving the socio-economic conditions of vulnerable communities.

7. Reporting Mechanisms:
 - A. The Company encourages the reporting of any concerns, observations, or suspected cases of child and forced labour within our daily operations or supply chains.
 - B. We will establish a confidential reporting mechanism, allowing employees, suppliers, contractors, and stakeholders to report child labour violations without fear of retaliation.
 - C. Reports will be thoroughly investigated, and appropriate actions will be taken to address substantiated child labour issues. Whistle-blower protection will be provided as per applicable laws.

8. Continuous Improvement:
 - A. The Company is committed to continuously improving our efforts to combat child and forced labour.



- B. The Company regularly reviews and updates policies, procedures, and practices related to child and forced labour prevention to reflect emerging best practices and international standards.
 - C. The Company shall engage in regular monitoring, evaluation, and external audits to ensure compliance with our child and forced labour policy.
09. Policy Communication and Implementation:
- This Child and forced Labour Policy will be communicated to all employees, suppliers, contractors, and stakeholders.

