



# Cello Group

## CHILD AND FORCED LABOUR POLICY

### **Policy:**

Cello does not employ any person below the age of eighteen years at the workplace.

Cello prohibits the use of forced or compulsory labour at all its units.

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 and policy manuals. The workers are informed of these rights by the respective HODs.

The implementation of the policy is the responsibility of the security staff who do not permit minors to enter the factory as workers.

Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorised personnel or relevant statutory body.