

Child Labour Policy

- Globela Pharma Pvt Ltd. does not employ Child Labour nor does it support the use of Child Labour.
- The minimum age for recruitment for all levels of employees shall be 18 years and above.
- Globela Pharma Pvt Ltd. shall establish, document, maintain, and effectively communicate to personnel and other interested parties, policies and written procedures for remediation of children found to be working in situations which fit the definition of child labour above, and shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child as defined above.
- Globela Pharma Pvt Ltd. shall not expose children or young workers to any situations – in or outside of the workplace – that are hazardous or unsafe to their physical and mental health and development.
- A person with specific responsibility to communicate, deploy, monitor and maintain the process and procedures aimed towards ensuring that the company does not employ or use child labour has been designated.
- It is ensured that any contract employees engaged through contractors and working in our factory shall also be above the minimum age set by Globela Pharma Pvt Ltd.
- At the time of employment it is ensured that all employees are above or at least of minimum age as set by Globela Pharma Pvt Ltd. This is ensured by checking the age of all employees from age records as evidenced by birth certificates, school records, and certificate of age proof from a certified Dental surgeon.
- Globela Pharma Pvt Ltd. retains a copy of the document submitted by the employee as proof of age, after suitable verification, in the personnel file.
- At the time of employment, Globela Pharma Pvt Ltd. also obtains signed application forms from the employee stating among other things his/her age and date of birth.

- Periodic review of the performance of the process and procedures aimed at prohibiting child labour implemented in Globela Pharma Pvt Ltd. is carried during which the documents in support of age are also reviewed.
- If there are any cases of violation concerning issues related to child labour, such cases shall be investigated and suitable remedial action shall be initiated.
- If any children are found to be employed in Globela Pharma Pvt Ltd, the remediation shall be as per the procedure Child labour remediation procedure

(GLO/HRM/001/36)