



AVIK PHARMACEUTICAL LIMITED

A-1/7 & A-1/8, 1st Phase, GIDC Vapi - 396 195. Dist.-Valsad, Gujarat State, India
Phone : (0260) 2401593, E-mail: avikpharma@avikpharma.com
CIN : U99999MH1979PLC021711

Child Labour, forced labour & Human Trafficking Policy

Introduction:

AVIK Pharma actions to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child labour, forced labour & Human Trafficking or exploitation of children in any of facilities at every site of Avik.

Definition:

Child labour is defined work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

Forced Labor is defined as all work or service exacted from any person under the danger of any penalty and for which the said person has not offered himself voluntarily.

Human Trafficking is defined as the recruitment, transportation, transfer, sheltering or receipt of an individual by means of threat or use of force or other forms of pressure for the purpose of exploitation.

Scope:

This policy applies to our entire organization and those we do business or partner with including suppliers, vendors and contractors.

Aim:

This is to ensure that there is a restriction in the age criteria for the employees working the premises that are 18 years and below standards:

- A signage to be placed in the entrance that “No person shall permit to work below the age of 18”.
- All employees will be verified their age through proper records provided by the local governmental bodies.
- Without proper age records, the candidate will not be allowed to work in the premises.
- Proper verification of age records to be done by HR and the security staff to authenticate the records provided.



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- The age record should be placed in the personal file of the concern employee for further verifications.

❖ Human right aspects of the policy to include:

- **Child Labour, Forced labour, Bonded labour, Modern slavery & Human trafficking:**

- Avik has a policy of zero- tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. Avik prohibits and is strictly against the use of Child labour, forced or bonded or involuntary labour and any form of human trafficking across the organization.
- Avik employees are the only personnel, who have the legal right to perform work at the premises. Avik employees shall enjoy the freedom of movement during the employment and have the freedom to terminate employment subject to agreed notice.
- Avik will not withhold any original documents such as identity, immigration, work permit, personal belongings, financial guarantee, or wages, beyond as reasonably necessary for administrative reasons.
- Avik provides written agreements to its employees describing the worker's terms of employment in a language understood by the employee.

In the conduct of its business, AVIK Pharma:

- Will not employ children that falls into the above definition, notwithstanding any national law or local regulation;
- Will comply with all other applicable child labour, forced labour & Human Trafficking or exploitation laws, including those related to wages, hours worked, overtime and working conditions;



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- Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;
- It is the responsibility of Human Resource Department and the security staff to implement and ensure compliance with this policy at all AVIK Pharma operations and facilities.

Date: 01/04/2024

FOR AVIK PHARMACEUTICAL LTD

Dr. Abhay H. Chheda
President -Operations